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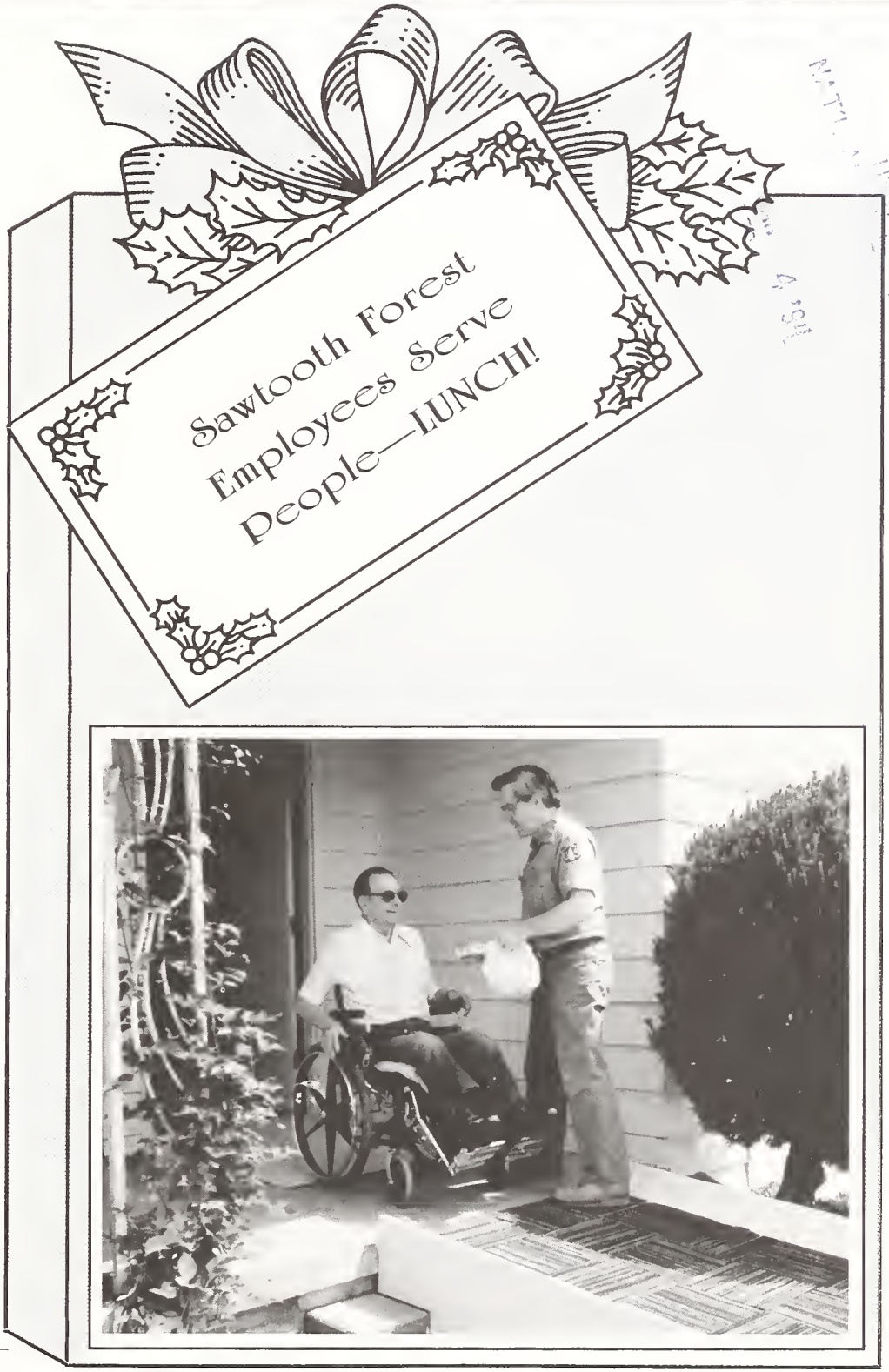
Intermountain Reporter



United States
Department of
Agriculture

Forest Service

Intermountain Region

Ogden, Utah

NOV/DEC 1993

Published for Forest Service employees and retirees by the Public Affairs Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Building, 324 25th Street, Ogden, Utah 84401

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PRINTED ON
RECYCLED/RECYCLABLE PAPER

(See story on page 15.)

Regional Forester's Message

As they fall, every snowflake is different and unique—but when they reach the ground, they unite and work together.

I see the same scenario in action in the Intermountain Region. Individual and unique talents, abilities and backgrounds are here in abundance. Even when circumstances and events affecting the Forest Service cause individual uneasiness, most of you are still strongly committed to doing your best as a member of the team that professionally manages the resources of the National Forests. That commitment unites us and, on a daily basis, is translated into impressive accomplishments. Administratively and in the field, work is well planned and designed, and implementation is done to a high standard.

As I look back at 1993, I feel pride in some of our more visible accomplishments. Positioning for ecosystem management, our Strategic Plan and the workforce planning done by the Elephantz Team all have been directed at change. We've made great strides toward our goal of showcasing our National Recreation Areas and Wilderness Areas. We opened a new interagency fire coordination center in Salt Lake City to increase efficiency and overall emergency response within the eastern Great Basin. And quality performance has been recognized in all areas through numerous awards bestowed on units and individuals of this Region by national, state, and local entities, as well as conservation organizations.

I don't have an exact figure of the number of partners we have but I do know that those partnerships contribute immeasurably to our success. Partnerships and the volunteers who "fill our woods" say more loudly than all the rhetoric in the world that they care about their National Forests and the natural resources. They care so much, they are willing to donate their own time, energy and economic resources.

And, now we look ahead. Charles Dickens, who created Scrooge as a character in one of his books, said, "We are bound by every rule of justice and equity to give the New Year credit for being a good one until he proves himself unworthy of the confidence we repose in him."

We have done well and been faithful in serving our customers this past year and now we look forward to 1994 with hope, determination and the same commitment we have had in the past. We'll polish our armour and with commitment intact, we'll conquer as best we can any challenges that come our way. We're in this together and my New Year wish to you is that as we continue to redeem our charges, we will feel personal fulfillment and satisfaction.

HAPPY HOLIDAYS
TO YOU AND YOURS!

FIRE AWARENESS DAY

The second annual Utah Fire Awareness Day was on May 19 at Sugarhouse Park in Salt Lake City. It was sponsored by the Utah Area Wildfire Cooperators which include federal, state, county and city agencies.

Organized a few years ago, the Utah Area Wildfire Cooperators help provide better fire protection, awareness and agency cooperation for urban areas along the Wasatch Front. With the number of homes being built in the canyons and foothills along the Front, fire danger has increased dramatically.

The public saw the latest in firefighting equipment and techniques, displays from various fire agencies and aerial fire suppression demonstrations. Homeowners learned how to make their homes safer from wildland fires and children practiced the STOP, DROP and ROLL procedure.

Smokey Bear helps spread the fire awareness and prevention messages at the second annual Utah Fire Awareness Day.

Attendees included 22 fire agencies, 125 fire personnel, 55 pieces of equipment, 304 local students and a large number of people who were just curious about why all the firefighting equipment was assembled in one place.

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

History of SMOKEJUMPING *in the Northwest*

Begun as an experiment with five jumpers in 1943, the program has expanded to 80 jumpers stationed in McCall this year.

Smokejumping was first proposed by a Forester named T.V. Pearson in 1934, according to archives at the Smokejumper Base. That year, Pearson hired professional parachutists to give a demonstration jump outside Ogden, Utah, but his superiors did not endorse the activity.

A few demonstration jumps were made by a professional jumper, but the idea was abandoned as too risky for fighting fires. Almost everyone considered it a hare-brained scheme. Parachutists were regarded (and with some justification) as crackpots, publicity-loving daredevils, or just plain crazy.

Yet, there was an array of convincing evidence that the hazards of parachute jumping were being steadily overcome.

The early observations of Leonardo da Vinci and the many practical, if sometimes fatal, experiments dating from Revolutionary to pre-World War I time had, in a general way, settled the matter of function and design.

As early as 1916, Herbert L. Adams of Somerville, Massachusetts, procured patents on a parachute he claimed could be steered by manipulation of the shroud lines. A few years later John William Cawdery, an Englishman, invented one that could be controlled by means of guidelines attached to lateral flaps.

Even before the first Forest Service-sponsored demonstrations, it could be stated that parachutes were available that were reasonably safe from malfunction and steerable to a limited degree.

Shortly after the close of World War I, Chief Forester Henry S. Graves wrote the Chief of the Army Air Corps suggesting cooperation with the Forest Service in detecting fires in certain western states. This was followed by the organization of a fire patrol, initiated in California and later extended to Oregon, Washington, Idaho and Montana. Aerial fire control in the Northwest dates from the early summer of 1925.

From 1925 to 1935, aerial photography expanded from a small experimental project to a large scale production; and cargo dropping, first used on actual fires in 1929, became a practical means of supplying firefighters in the backcountry. But, paracargo was one thing; dropping men into mountainous terrain was another thing as far as the Forest Service was concerned.

In the early 1930's, the Forest Service began experimenting with dropping water and chemicals on forest fires from airplanes, but the Agency decided water-bombing was useless with the equipment that was available at that time. So, the unexpended research funds were reassigned to the experimental parachute jumping project and that led to the birth of smokejumping as we know it today.

The initial experiments took place in Withrop, Washington, during October and November 1939. The Eagle Parachute Company provided the parachutes and Frank Derry, a former barnstormer and stunt man, was hired as a technical advisor. The prototype smokejumpers were a mix of professional parachute stunt jumpers and Forest Service smokechasers who were chosen for the project.

The equipment developed during this month-long project is strikingly similar to that used by smokejumpers today: a two-piece, heavily padded jumpsuit and football helmet, heavy leather boots, a steerable parachute and a drift chute (since replaced by crepe-paper streamers) to determine wind velocity and direction from the air.

The experiment was to find out whether men could successfully make safe parachute jumps into mountainous western terrain. Since project personnel made about 60 jumps without serious injury, smokejumping was considered viable. The potential for cutting response time to inaccessible forest fires was enormous.

In 1940, a group of men were trained at Seely Lake, Montana, and dispatched in squads to a number of locations in Montana, Idaho and Washington to await the coming fire season.

The first smokejumper fire jump was on July 12, 1940, by Earl Cooley and Rufus Robinson on the Martin Creek Fire in central Idaho.

The project more than paid for itself in reduced fire suppression costs the first year, so plans were made to expand. One useful innovation that first summer was the static line, originally a used mule lead rope, according to Cooley, which allowed the parachute to open automatically and greatly relieved pre-jump jitters.

In 1941, the project was expanded to 26 jumpers but, in 1942, there was a

severe personnel shortage because experienced Forest Service jumpers were enlisting or being drafted for the war effort.

The solution was to solicit conscientious objectors, men who declined military service because of religious beliefs. These objectors already had been recruited into the Civilian Public Service (CPS). Recruit response from CPS camps was immense and the Forest Service finally had its pick of volunteers.

Five experienced jumpers returned in 1943 and about 70 men were trained in Montana, then divided into squads and positioned throughout the Northwest. McCall received a five-man squad in June 1943, the first smokejumpers to be stationed there. The base leaders were Lloyd Johnson and John Ferguson. They were joined by CPS volunteers Keith Utterback, Lester Gahler and Jerry Hofer.

The first parachute jump from the new base was a practice jump at the McCall Airport on July 15, 1943. The five-man squad jumped for several hundred spectators. The event received coverage in the Boise and Ogden, Utah, newspapers.

The first fire jump out of McCall was by Ferguson and Gahler with legendary Johnson Flying Service pilot Penn Stohr flying the Travelaire airplane. The small Captain John Creek Fire was near Riggins on August 14, 1943. The total aircraft costs that first year, including practice jumps, fire jumps, retrieving jumpers and dropping cargo were about $2,082.

The first jumper loft in McCall was an old tree nursery which stood on the site of the pre-1988 smokejumper loft across from the McCall-Donnelly High School. The embryonic smokejumper loft gradually acquired packing tables, sewing machines and an inventory of personnel and cargo chutes.

Then, as now, smokejumpers manufactured all their own equipment except for the actual parachute canopies. Memos from that period show concern for chute expenses because grasshoppers liked to eat the silk canopies.

Morale was high despite the minimal stipend paid the CPS personnel. The CPS contingent in McCall was increased to 19 in 1944 and 36 in 1945. The jumpers jumped 33 fires on six National Forests in 1945. The CPS jumpers built an improved wooden parachute loft in 1944 with a drying tower and space for sewing machines and packing tables.

The last year for CPS jumpers was 1945. A whole new crew was hired in 1946, many of them newly returned veterans. Johnson and Ferguson remained as project leaders.

The year of 1946 also saw the first McCall smokejumper fatality when Lester Lyclama of Boise, a veteran paratrooper, was killed by a falling tree on his first fire jump on July 4, 1946, on the Fall Creek Ridge Fire on the Payette National Forest.

(Bradford M. Sanders and Ken Meyers, Forestry Technicians and McCall Smokejumpers on the Payette National Forest, provided the writeups for these four pages on the history of smokejumping.)

A jump on the Roaring Creek Fire on the Middle Fork of the Salmon River in 1948. The photo was taken by Wayne Webb.

Alumni of Dangerous and Exciting Fraternity Meet

"What brings you all together?"

asked a newspaper reporter at the reunion celebrating the 50th Anniversary of Smokejumping in the Pacific Northwest. Over 500 former and current jumpers and their guests attended the June 18-20 reunion hosted by the McCall Smokejumper Base.

"We come because of the people . . . elite men and women who have performed one of the most unique jobs in the Forest Service . . . jumping from a plane into rugged backcountry with only one thought, to put out a forest fire quickly, before it grew,"

responded Dan Felt, Operations Foreman.

"But why? Why do you do it?"

the reporter inquired.

"It's an adrenaline rush, an adventure. No two jumps and no two fires are ever alike. It's the unknown and spontaneity of the job that makes it so unique. Every day is an exciting challenge."

A smokejumper can jump a fire in New Mexico one day and two days later be jumping a fire north of the Arctic Circle in Alaska. A jumper never knows where he'll be next or what he'll be doing.

"Jumpers are independent, self reliant, and love physical and mental challenges. The job never gets boring,"

Dan continued.

"Every one of these people have felt the thrill of standing in the open doorway of an airplane with the rush of wind blowing through the facemask. Each has felt the reassuring tug of the parachute opening after exiting the plane, and each has faced the challenge of landing safely between rocks, logs, and stumps. Then comes the work of putting out the fire. Every jumper has a favorite story to tell and that's why they're here, to re-live their memories with old friends,"

Dan shared with the reporter.

Attendees included John P. Ferguson (he and Lester Gahler made the first fire jump in Region 4 on August 14, 1943); Wayne Webb (jumped from 1946-75 and is recognized by smokejumpers nationwide for his expertise and innovative improvements in parachutes and essential smokejumper equipment), and Pete "Paperlegs" Peterson (in 1956 was the first Forest Service smokejumper to make 100 fire jumps).

Region 4's smokejumper program began in 1943 in McCall, Idaho, with only five men, three of whom were conscientious objectors with the Civilian Public Service. Idaho City had a smokejumper program from 1948-1969 and there was a Forest Service smokejumper base in Boise, Idaho, from 1970-1979. Today, the Bureau of Land Management operates a smokejumper program at the National Interagency Fire Center in Boise.

The 1993 reunion activities included crew photos for each decade from the 1940's to the present, a demonstration jump at the McCall airport, two golf tournaments, and a Bar-b-que dinner on the shore of Payette Lake. No official speeches or presentations were made. "The reunion was designed to bring jumpers and their families together for a big party with old friends and the opportunity to tell 'jump stories,' said Neal Davis, Manager of the McCall Smokejumper Base. The last reunion, the 45th Anniversary in 1988, coincided with the dedication of the new McCall smokejumper, dispatch, and air tanker facility. "The jumpers plan to have a reunion every 5 years," said Davis. "The 'old-timers' really seem to enjoy seeing each other and the changes that have occurred over the past 50 years," said Scott Anderson, a Smokejumper Squad Leader. The most recent change is the development of a new parachute. Computers helped design it. "I think many of these former jumpers would really like to jump again," said Scott. "We could learn a lot from them."

You may not recognize the faces but you can see the number who attended the R-4 50th Anniversary Smokejumper Reunion in McCall, Idaho, on June 18, 1993. (Photo by Larry Kingsbury.)

CONVERSATIONS OVERHEARD

"The stories are getting better and better."

"We had a high level of idealism. We really thought we were here to preserve the environment." (Merle Cables, a retired college professor from Eureka, California)

"This kind of relationship lasts a long time," Lynn Sprague, Director of Minerals and Geology in the Washington Office of the Forest Service. ***"We keep in touch. I wouldn't have missed this for anything."*** Between his 68 jumps as a smokejumper and his current stint in the Washington Office, Lynn was Assistant Director of Recreation in Region 4 in 1976.

John P. Ferguson, who with Lester Gahler made the first jump on a fire from McCall, recalled living in McCall when it was a wide open town with slot machines and open gambling. John made about 10 jumps. After retiring some years later from the Intermountain Regional Office, he became a surveying consultant in Ogden, Utah.

"I'd be back if they had a place to put me. With smokejumpers, you live with them, sleep with them and slap mosquitoes off their backs. It's part fun, part habit and it's something that no one else does. It's the ultimate . . . as far as you can go." (Lon Warr of Bellevue, Washington)

All those who gathered for the reunion agreed that jumping out of planes to fight fires was possibly the best time of their lives.

HIGHLIGHTS

Some of the big moments of the first half century of smokejumping were:

❖ First fire jump in history—Martin Creek Fire—Nez Perce NF—July 12, 1940.

❖ First fire jump from McCall—Captain John Creek Fire—Idaho NF—Lester Gahler and John P. Ferguson—August 14, 1943.

❖ "Kaopectate jump"—21 jumpers relieved 300 people poisoned by smokejumper kitchen—Poverty Flats Fire—Payette NF—July 29, 1961.

❖ Age 40 limitation on parachute jumping rescinded—December 20, 1972.

❖ First female smokejumper fire jump—Deanne Shulman—Clay Springs Fire—Fishlake NF—July 25, 1981.

❖ First female Native American smokejumper from McCall on a fire jump—Mimi Scissons—Smokey Bear Fire—Targhee NF—July 16, 1989.

❖ First Afro-American smokejumper from McCall on a fire jump—Curtis Washington—Alaska—July 1990.

❖ First fire jump from turbine-powered DC-3—Bear Creek Fire—Payette NF—June 20, 1991.

❖ First married couple (and pregnant woman) to jump together on a fire—Bear Basin Fire—Payette NF—July 14, 1991.

Heli-rappellers are Pioneers in the Intermountain Region

"It's not as scary as it looks. You just have to trust your equipment," says Firefighter Mark Ingram in describing what it's like to descend a rope from a helicopter hovering 200 feet above the ground.

In fact, he and other trainees practiced their heli-rappelling skills during a June training session on the Ashley National Forest. They relished the experience and the challenge of pioneering a firefighting technique in the Intermountain Region.

Heli-rappelling is a technique whereby firefighters lower themselves from a helicopter using a nylon rope and a variable descent control device attached to a safety harness. The device, called a Sky Genie, is operated by hand. It creates rope tension to control descent and can be "locked off" to prevent further descent when necessary. Heli-rappelers also learn safe methods of lowering cargo from helicopters.

The Sky Genie (in the firefighter's hand) controls the rate of descent.

It's not a completely new technique, according to Larry Hindman, Helicopter Operations Specialist in the Regional Office. Regions 3, 5 and 6 have used heli-rappel crews, as has the National Park Service and Bureau of Land Management. The Intermountain Region was persuaded 3 years ago to start a heli-rappel program on the Ashley Forest based on records that showed the usefulness and safety of this technique. Since then, Ashley heli-rappellers have assisted on incidents in Idaho and Utah.

"It's just another firefighting 'tool' used with helicopters," says Colt Mortenson, who has rappelled for two seasons. "It's great for getting firefighters into difficult terrain and getting them and their gear there fast. It's much better than hiking in from a landing spot in rough country carrying heavy equipment. You can even longline the heavy tools out again."

Colt also knows the value of heli-rappelling for emergency rescue. He helped rescue a firefighter who had cut his leg with a chainsaw. "It happened in a canyon on the Wasatch Front," he said. "We cut out a landing spot so a helicopter could fly him out."

Danny Kellogg, Crew Foreman on the Bridger-Teton Forest, became acquainted with the flexibility of heli-rappelling while he was in Region 3.

> ***"You can safely 'insert' people near an incident, even in 250-foot timber. If you can find a clearing large enough for two people to land, they can clear a helispot."***

Firefighters from the Challis, Bridger-Teton and Ashley Forests trained at the June heli-rappelling session. The Challis plans to use the technique this year; the Bridger-Teton, Toiyabe, and Payette will begin using it next year.

Jill McCurdy, as Assistant Helitack Foreman on the Challis, sees heli-rappelling as "a great tool for fighting Wilderness fires." She's also impressed with its safety record. "There have been only a very few minor injuries," she said.

Safety is always the first concern. Heli-rappellers, who descend two at a time, check each other's equipment before lift-off. Their descent from a helicopter is guided by a spotter who directs them with hand signals. The spotter also lowers cargo and releases rappel lines.

Physical fitness is a critical safety factor. Rigorous physical standards ensure that heli-rappellers can handle the challenges of the job. In addition to passing the step test, they must be able to do 30 situps in 60 seconds, 20 pushups in 60 seconds, and 4 to 7 chinups, depending on weight. They must have a year of helitack experience to qualify for the program and must be recertified every year.

Chinups have been a limiting factor for women in the past but, this year, four women—Margaret Cortsen, Brooke Bambrough, and Chanda Driscoll from the Ashley Forest, as well as Jill McCurdy (Challis)—qualified for the program.

After classroom instruction, trainees practice the technique on the ground by pulling against telephone poles. They gradually make longer descents from a training tower. Jill admitted to "a twinge" the first time she descended from the training tower. First-time trainees must make at least 15 descents and 5 consecutive descents must be without error.

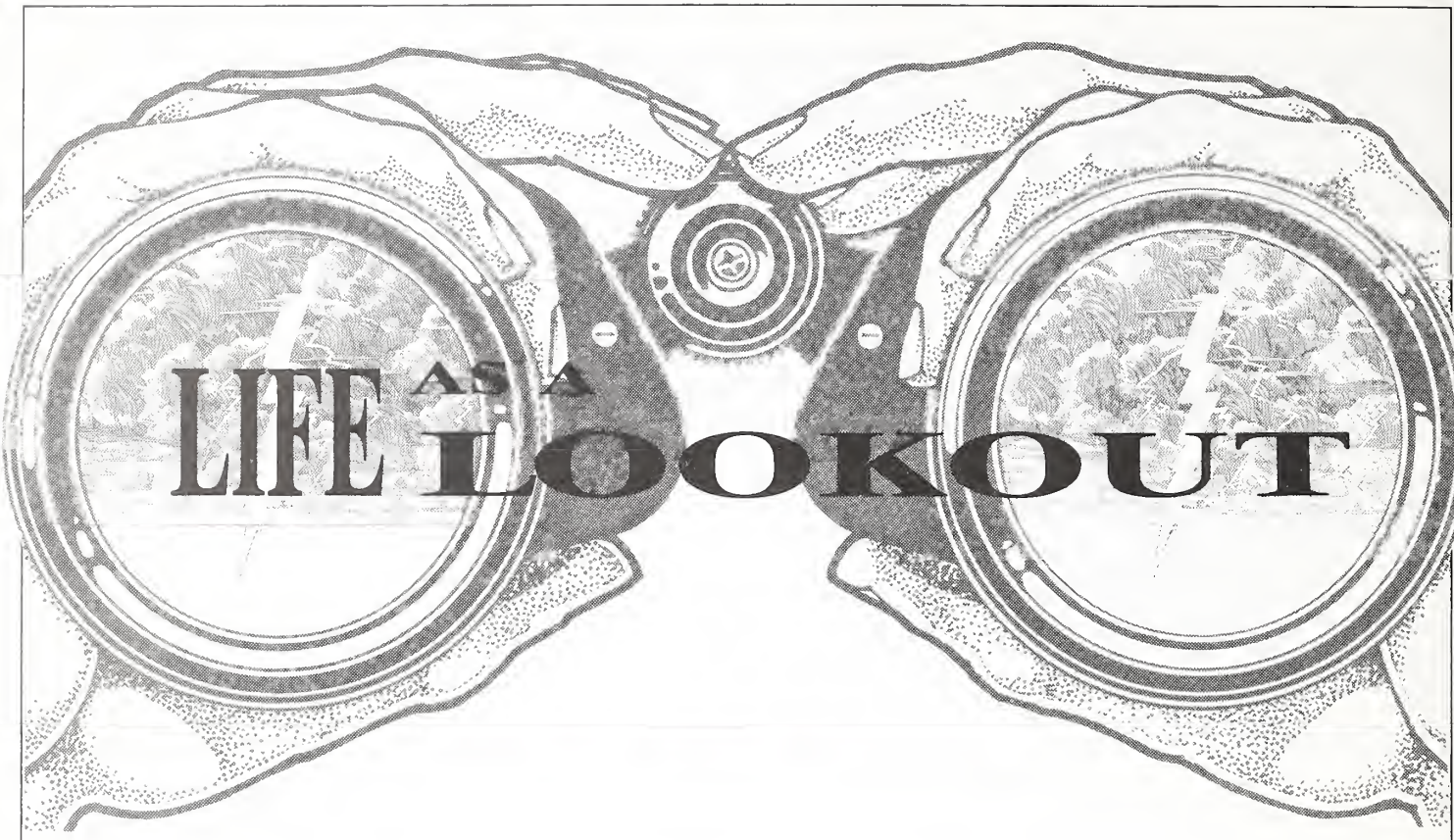
On the third day, they begin descents from a helicopter, first from 50 feet and finally from 200 feet above the ground. First-time trainees must complete six successful descents at various elevations.

At the session last June, trainees passed with flying colors. Those from the Bridger-Teton and Challis will train others on their Forests. Danny Kellogg's prediction: "By the year 2000, heli-rappelling will be the status quo."

Fran Reynolds
Public Affairs Officer
Ashley National Forest

The heli-rappelling training tower at the Dutch John airport is equipped to simulate the interior of the helicopter. Trainees practice descents of 25 feet.

Heli-rappellers practice descents, working up to 200 feet, at the Dutch John helibase.



LIFE AS A LOOKOUT

Perched atop a rocky knob 76 long miles from Salmon, Janet Bloemeke and her two sons, Brandon (5) and Byron (2) prepare to leave their summer home at Long Tom Lookout.

The 16 x 16-foot, glass-walled room overlooks six National Forests, as well as the Frank Church—River of No Return, Gospel Hump, and Selway-Bitterroot Wildernesses, and the Beaverhead and Lemhi Mountain Ranges.

Bloemeke has spent her last 16 summers scanning the landscape for telltale wisps of smoke. Neither marriage nor motherhood could tear her away from the mountains.

"I wasn't going to change my life for the kids, so they fit into my life," says Bloemeke, who home-schools Brandon so the family can travel when they aren't chasing smoke. "I'll never quit being a Lookout unless I go blind."

While her husband, Hardy, works as a smokejumper out of Grangeville, Bloemeke packs up the kids and heads for their mountain home. Even in a fireless season like this one, Bloemeke is never at a loss for things to do.

She begins her day at 7:30 a.m., first checking for fires, then gathering data from her weather station. After rounding up reports from the other Lookouts on the Forest, she radios the Salmon National Forest Dispatcher. Officially, she and the other Lookouts must check in three times a day and report fires as they happen. Obvious fire danger or not, Bloemeke constantly keeps her eyes and senses tuned into the world beyond her four glass walls.

"As a Lookout, one of the things you don't want to happen is to have another Lookout call in a fire that you should have seen first," she says.

Bloemeke prides herself on knowing the country intimately and keeping a good watch over it. She once was the first to spot smoke from a burning log 43 miles to the west, right in the midst of three 3 Lookouts on another Forest. Unfamiliar with the terrain that far away, she was still able to pinpoint the location within two miles.

Being a Lookout requires a keen sense of observation and the ability to recognize subtle changes. It also helps to have good communication skills, physical fitness, a tolerance for isolation, intuition, and self-esteem.

Before her children were born, Bloemeke spent her summers at Stormy Peak, a more remote lookout that required a four-mile hike. She, her pet goat, and her dog often stayed on the mountain even during her days off. They also packed water daily from a spring half a mile downhill. When she wasn't doing official Lookout duty, Bloemeke says she hand-pieced quilts, star-gazed, and wrote lengthy journal entries.

Things go a bit differently these days, though.

"I'm so worn out by night that I don't have the energy to stay awake and look at the night sky," she said. One thing Bloemeke has never done on the mountain is read—except to her children. "When you're a Lookout, you have to be able to pull your nose out of a book to look for fires," she said. "I can't do that, so I don't read."

This summer, she's had more time than usual to take hikes, romp, study, and read with her boys. She also stays busy canning produce picked up on her days off from friends along the Salmon River road.

Canyon dwellers watch her closely, she says. One couple whose house is visible from Long Tom insists she turn on her lights when she gets home so they know she and the boys have arrived safely.

While this summer has been relaxing, Bloemeke says there have been some summers when she's had to work several 20-hour days in a row, in addition to tending children. When lightning storms come through at night, it's her job to get up and record strikes and watch for fires. When she spots a fire, she peers through the sights of her azimuth recorder, a circular map and sighting device used to determine exactly where the fire is. It is the dominating centerpiece of her lookout.

Once, when a fire started across the canyon from her, three hotshot crews were dropped on the fire before the overhead team arrived to direct the fire fighting. The crews relied on Bloemeke to guide them.

"I was their eyes and they were dependent on me," she said. "Finally, at 2 in the morning, I told them I had to sleep. I don't have a crew coming in here to relieve me—I'm the day and night shifts."

Thunder and lightning are a part of everyday life for Brandon and Byron.

"I've trained them from 6 months old that it's not anything to be afraid of," Bloemeke says. "When it starts to thunder, the boys get out their stools and drag them across the floor." The legs of the stools are capped with glass insulators to prevent conduction of electricity. The two-story structure is also completely grounded.

While Bloemeke has never experienced St. Elmo's fire—when lighting jumps in a ball from metal to metal objects—she has had some scares. The boys, she says, slept through the worst storm she has experienced.

"Intense lightning hovered for a long time on the mountain top. It was like sitting in a room with a million strobe lights. There was blue-white light everywhere," she says....

When the building starts buzzing and the hair on her arms starts standing on end, she knows static electricity is building, a condition that attracts lightning strikes.

Bloemeke says she has seen a "moonbow" (night-time rainbow), lunar eclipses and northern lights from her vantage point.

Lookouts are in running competition with the air patrols that turn out after heavy lightning storms. Bloemeke says Lookouts spot more fires faster. "By the time the air patrol knows there is lightning and gets out there, who knows how many fires a Lookout could have turned in," Bloemeke says.

Despite their track record, Lookouts are gradually being phased out. Long Tom, though, is so strategically situated with such an extensive view, that it might always be staffed.

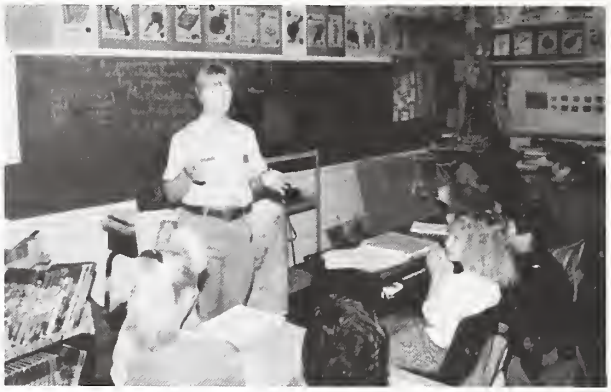
Already Brandon and Byron are tuned into the duties of lookout life. Brandon helps by being the clock watcher, telling his mother the exact time of a strike or a radio message so she can record it. He also knows the names of most of the drainages out his windows. When a radio message is being transmitted to someone else and there's no response on the other end, he comments, "That was a negative contact."

Come Tuesday (October 5), the three will have scrubbed the floors and walls, defrosted the fridge, dismantled the weather station, washed the windows, emptied the ashes out of the stove, and gathered up the radios and binoculars for the winter.

"We'll turn off the propane, lock up the doors, put up the shutters, and go around to all our special places and say goodbye for the winter," Bloemeke says. ❧

(This was an article written by Candace Burns for the Idaho Falls Post Register on September 29, 1993. It was submitted for the Intermountain Reporter (with Janet Bloemeke's permission) by Susanne Smith, Information Assistant, North Fork Ranger District, Salmon National Forest.)

Boise Forest and Elementary School Unite for Kids and Learning



Kay Beall talks with third graders. Kay works at the Lucky Peak Nursery, Boise National Forest.

Walking into an elementary classroom, you expect to see a teacher in front of the students explaining sentence diagrams or teaching long division. But, at one of Boise's elementary schools, you could walk in and see a green Forest Service uniform up front with kids packed in close.

You might see Deputy Forest Supervisor Cathy Barbouletos giving an entranced group of second graders her lesson on "A Day in the Life of a Raindrop," or Forest Botanist Wayne Owen teaching kids to identify edible plants and wildflowers.

The Boise National Forest is part of the school district's Partners in Education program.

The program is not new, but the partnership is. This school year marks the first birthday of the blossoming relationship.

Employees are interested in spending time sharing their areas of expertise, as well as personal hobbies and interests, or simply volunteering in the classroom.

And the partnership is not one way. Last December, a fifth- and sixth-grade choir was bussed to the Forest Supervisor's Office to sing carols at the Christmas potluck. They also sent artwork to deck the halls of the Supervisor's Office..

"The partnership has been very enriching for both groups," said Shirley Ewing, Cynthia Mann Elementary School principal.

The partnership is gathering steam with a full agenda for the coming year.

Lynette Berriochoa
Public Affairs Specialist
Boise National Forest

OUR PAST PRESERVED

Back Country Horsemen and F.S. employees give this historical Forest Service building a much needed facelift.

Buck Park Guard Station, built by the Civilian Conservation Corp in the early 1930's, was in dire need of repair. Located by a major trail head on Cuddy Mountain in the Payette National Forest, the cabin, barn, and spring had historically been used by firefighters, ranchers, and hunters.

This past summer, the Lower Snake River Back Country Horsemen and Weiser Ranger District employees jointly reversed the deterioration. Volunteers painted the cabin, repaired the floor and built a new deck and hitching rail. The barn was repaired and a corral was built. Then the trampled spring received a new fence to protect it from cattle and wildlife.

Participating Forest Service employees were Linda Strain, Greg Clark, Kristi Matthews, Teresa Wheeler, Allen and Sharon Clark, and Curt McChesney. Technical advice was provided by Steve Staddard, an independent archeologist, who brought his two daughters to help.

Weiser District Ranger John Baglien expressed gratitude for all the folks who worked diligently for 3 days to capture an historic moment in time. "These kinds of projects get done only through the interest and help of enthusiastic groups like the Lower Snake River Back Country Horsemen," said Baglien.

Linda Strain
Weiser District Recreation Technician
Payette National Forest

Humboldt Signs with Interpretive Association

With the signing of an agreement between the Humboldt National Forest and the Northeastern Nevada Historical Society, a Regional goal was met. All National Forests in Region 4 now were involved with an Interpretive Association.

A few Humboldt Forest employees worked hard for several years to consummate the agreement with the Historical Society, the sponsor of the Interpretive Association connected with the Northeastern Nevada Museum in Elko.

Even after the agreement was signed, it seemed to take forever to get the new sales outlets set up. The Historical Society worked with Conservation Camps (minimum security prison camps supervised by the Nevada Division of Forestry) to get bookcases built for the new Forest Service outlets in Elko, Ely and Wells. Outlets will be added at Forest offices in Buhl, Idaho, and Winnemucca and Mountain City, Nevada, by the summer of 1994.

Bookcases and materials were in place in early July. By the end of September, sales on the Forest totalled close to $2,000, quite a pleasant surprise for all involved. Many of the first sales were to our own employees and local residents, but the public has been extremely receptive and pleased with the merchandise.

Howard Hickson, Executive Director for the Northeastern Nevada Museum and Historical Society, wrote the following in the Association's September newsletter,

July 8, Humboldt Forest Supervisor John Inman (far right) joins Howard Hickson, Executive Director of the Northeastern Nevada Museum (left) and Shawn Hall, Assistant Director of the Museum, to officially launch Interpretive Association sales from offices of the Humboldt National Forest.

"Mini bookstores are now in Forest Service offices in Elko, Wells, and Ely. The first two months of the project have proven successful. Books and maps have been popular with travelers. This project not only raises funds for the museum and special USDA Forest Service projects, it has expanded museum exposure."

The Association has done a lot to help build a new foundation of understanding and cooperation between the Forest and many local, long-time Elko residents. The Forest is looking forward to continued cooperation and growth.

Teri Haney
Forest Liaison
Ruby Mountains Ranger District
Humboldt National Forest

HARDTACK & THE CIVIL WAR

Peggy Frye is flanked by her bearded husband, Wayne, and Will Wilson as they give a past and living historical presentation to the schoolchildren.

Nestled in the pinyon-covered Toiyabe Mountains along the "Loneliest Highway in America" (Highway 50) lies the little historic town of Austin.

Austin's past, as well as Nevada's, is intertwined with the history of the Civil War. For instance, Nevada's statehood was rushed through Congress to obtain its vast mineral wealth for the Union.

On April 9, 1993, three Austin Ranger District employees—Will Wilson, Geologist; Wayne Frye, Geologist; and me, the Support Services Specialist—brought the Civil War to life for the schoolchildren of Austin.

Dressed in the authentic clothing and uniforms of the 1860's, the three of us discussed the Civil War, Austin and Nevada's part in the War and how perceptions from that period are still around. Robbie Strain, Resource Clerk and the District's environmental education champion, closed each presentation with a talk about the role of the Forest Service and each individual in preserving and protecting historical sites.

We used our individual interests in living history and the Civil War period to expose the kids, in a fun way, to the idea that different cultures make up a community. Will, who is from West Virginia, talked about southern and Confederate viewpoints and how prejudices from the Civil War can still affect our feelings today.

Displays included many artifacts from personal collections and some delicious samples of "hardtack"—the staple food of the Civil War soldier.

We hope this presentation will lead to other opportunities for us to use our hobby to benefit the Forest Service and support the community we are so much a part of!

Peggy L. Frye
Support Services Specialist
Austin Ranger District
Toiyabe National Forest

Lunch is Served

Clara Jewett visits with Valdon Hancock as he delivers her lunch. The Meals on Wheels program also serves physically-challenged residents who are unable to come to the Senior Center for meals.

Employees of the Sawtooth National Forest Supervisor's Office are serving people through the "Meals on Wheels" program.

The program of federally-funded, home-delivered meals operates from the Twin Falls Senior Citizens Center and relies on local volunteers to make sure the meals get to homes on time and on a regular basis. When Outreach Coordinator Ann Graefe contacted the Sawtooth Employees Club about running a delivery route one day a week, employees willingly responded.

As the Forest Coordinator, Hydrologist Valdon Hancock sees that there is a Forest Service volunteer team to take the route each Thursday.

Hancock says,

> ***"I don't care who you are, I think a person benefits from doing some type of service for others."***

A team is two Forest Service employees, using a personal vehicle, who pick up the meals at the local Center and deliver them to a dozen different homes in Twin Falls. It takes approximately an hour to complete the route and return the coolers and hot trays to the Senior Center.

"It's a good way to use an hour of annual leave," said one Sawtooth volunteer. "My mother lives in another city and depends on this program. Since I am not able to live near her, this is one way I can help pay back those who are helping her."

Barbara Todd
Public Affairs Specialist
Sawtooth National Forest

Region has New NRA

The Region has its third National Recreation Area! It began 4 years ago when local citizens developed a proposal to protect the Spring Mountains. That was the prelude and on August 4, President Bill Clinton formally designated the 316,000-acre Las Vegas Ranger District on the Toiyabe National Forest as the Spring Mountains National Recreation Area (NRA).

Much fanfare accompanied the official NRA dedication on October 16. Over 400 well-wishers assembled at the Foxtail Picnic Area to enjoy a western barbecue, musical entertainment and a variety of displays including antique camping vehicles from the Imperial Palace Auto Collection. The Nature Conservancy dislayed some of the over 40 endemic species that exist on the Spring Mountains, and a photography and fifth-grade school poster contest depicted recreation and wildlife scenes on the new NRA.

The formal dedication featured speeches by Nevada's congressional delegation, Regional Forester Gray Reynolds and presentations by Toiyabe Forest Supervisor Jim Nelson.

No one enjoyed the dedication more than Las Vegas resident Lois Sagel, chair of the Citizens Committee for a Spring Mountains National Recreation Area. For more than 4 years, Lois worked tirelessly and tenaciously in uniting a diverse group of environmental and civic organizations, the State's mining industry, government entities, and concerned citizens in drafting and supporting legislation that eventually would designate the Las Vegas Ranger District as the Spring Mountains NRA.

This grassroots effort was propelled by a concern that the rapid growth in the Las Vegas valley would negatively impact the fragile and unique ecosystem of the Spring Mountains. The Citizens Committee saw NRA designation as a way to balance protection of the forest with the diverse recreational needs of the American people.

Lois called the NRA designation a "magnificent gift" for Nevadans and all Americans. "This is truly a time for all of us to celebrate, knowing that the Spring Mountains will be managed to promote more public-use areas and environmental education, while preserving the mountains' natural beauty for future generations to come," she said.

The NRA designation calls for full public participation in completing a Spring Mountain NRA management plan within the next 3 years.

District Ranger Jim Tallerico said, "We look forward to a continuing partnership with the citizens of southern Nevada to improve and protect this rich and diverse heritage of natural wonders."

Betty Stanko
Public Affairs Specialist
Toiyabe National Forest

Poster Winner

Ben Verschoor, as a first grader last year at McCall-Donnelly School, won the Pacific Regional Smokey Bear Poster Contest sponsored by the National Council of State Garden Clubs. Ben's poster displayed a forest scene with the words, "Keep the Forest Looking Good!" The Forest Service and State forest agencies will use Ben's poster to aid in preventing forest fires.

Ben is the 7-year-old son of Rudy Verschoor, a Forester on the Payette National Forest, and his wife, Gail. Ben, Mrs. Howard (his teacher), and Smokey Bear display the winning poster and the awards it earned.

LESSONS LEARNED

Two stories are told here about multi-cultural diversity on the Humboldt Forest. They were submitted by Cheri Howell, Public Information Specialist in the Supervisor's Office. The first is about a disappointing experience with a physically impaired employee. Cheri's words are, "We failed him." The second story is about Toby Rhue, another very diverse co-worker. His diversity was not as much related to his race (black) as it was to his approach to doing his job. Again in Cheri's words, "Losing both these people at about the same time caused us (Forest employees) to reflect on our experiences with them and hopefully we learned something significant."

(Editor's note: We thank the Humboldt for candidly sharing these experiences with us.)

RON KITTERMAN IS STORY NUMBER ONE

Ron Kitterman is totally deaf. It happened suddenly, just 10 years ago, due to tumors of the acoustic nerve, first in his left and then in his right ear. After 22 1/2 years in the Navy working on nuclear weapons, Ron was forced to take an early retirement and to seek another profession. He attended Linn Benton Community College and Oregon State University where he received a Bachelor Degree in Business Administration/Information Systems. After college, Ron had 18 months of on-the-job training in computer programing on the Siuslaw National Forest in western Oregon before accepting a position as a Computer Programmer Analyst on the Humboldt National Forest in Elko, Nevada.

Leaving behind the lush Oregon landscape, Ron had to adjust to the arid climate and stark features of Nevada. Even more significant was adapting to being a deaf person in a rural area with very few accommodations for people with disabilities. Simple things like ordering from a take-out window, watching TV news or sitting in on a meeting were not all that easy for him.

At home and at work, Ron rigged up a lot of strobe lights so he would know when the phone was ringing, when someone was at the door, and when the alarm clock or fire alarm went off. He used portable lights to accomplish those same functions when he travelled.

Before moving to Elko, Ron verified that there was a phone relay in Nevada for TDD (Telecommunication Device for the Deaf) users. That was a plus . . . but the phone company did not identify other TDD phone numbers so he could call them direct. TDD is a telephone/teletype system which allows the speech or hearing impaired to directly communicate with any caller through the phone systems. On the plus side, the Forest Service has a TDD directory that lists all locations and phone numbers throughout the agency and it has a DG mailing list for the deaf called Listening Post.

Despite these helps, Ron's biggest problem in Elko was verbal communication. "There is no best method of communicating. It's all a struggle for me," he said. "Other than by notes, I have no way to verify anything. There are so many words that look the same when trying to lip read." Ron said it is easier to read some people's lips than it is to read others. It helps him to know the subject beforehand. He said, "One of the worst things is being introduced to people. Names look like just about anything. If possible, I like to look at a directory before I go to meet people in a new workplace so I have an idea of what names to look for."

The TDD (Telecommunications Device for the Deaf) is being used here by Ron Kitterman, former employee of the Humboldt Forest. TDD used to be called a TTY (teletypewriter) back in the early 1960's when it was a large apparatus half the size of a desk. Because TDD infers that a person needs to be deaf to use it, there is a push to change the name back to TTY. TT (Text Telephone) was also considered for the name change, but when signed it could easily be confused with another word.

Ron's struggle for two-way communiciation went unnoticed by most of his co-workers. Most stood back and did very little for him. Eventually, Ron reached the limits of what he could tolerate. Last March, after a grueling yearlong attempt to gain job satisfaction, Ron took a leave of absence.

His departure has been a humbling and eye-opening experience.

Where did Forest employees go wrong?

What could they have done better?

According to Ron, "There is a need to provide reasonable accommodations for the handicapped. I realize now that one accommodation I needed was a qualified interpreter for meetings and training. The closest interpreter was 250 miles from Elko and I felt guilty asking for those services during a time of budget cuts."

Another point Ron made is, "When a person with special needs is brought in, it would help to have the commitment of the whole organization. Most people got over the fear of communicating with me, but some never did. I could see the fear in their eyes. It caused frustration on both sides. I tried to teach some sign language—it only takes a little bit to help clear up a conversation. Even so, the whole situation didn't work well."

One word describes the feelings of Ron and his wife, Ellen, during their stay in Elko—that word is isolation. That problem was compounded at the office by thoughtlessly placing his desk in the rear corner of the building where it was easy to forget about him.

Meanwhile, Ellen missed their families, their support network, their church and the greenness of Oregon. Ron says, "I knew it would be risky to come to Elko. It would have been helpful to know in advance what services were and were not available in the area. When I pick my next job, it won't be so isolated and it will have the support resources I need."

What lessons were learned from Ron? Several Humboldt employees have offered answers to that question:

1. We get so involved in efforts to diversify the Humboldt National Forest, we don't recognize the special needs of a new diverse workforce. We need to be honest and open with applicants about the lack of services or support systems in the community, even if it means they may turn down the job.

2. To eliminate the added challenge of seeking services and support systems in an unfamiliar location, we need to provide recruits with physical impairments a list of what is available.

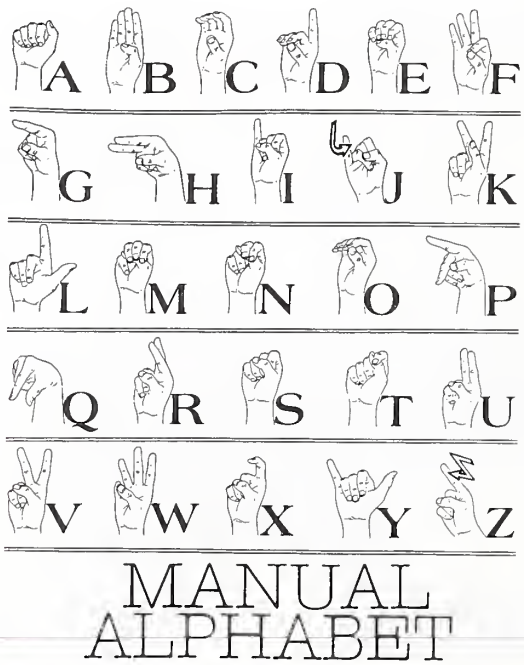
3. The whole office needs to be committed before and after hiring a person with a disability. Those who will work closely with that person should participate actively in recruitment, hiring and pre-arrival preparations. It requires a whole team effort to create an accepting and supportive environment.

4. We need to make sure that the job is right for the person. In Ron's case, his job required communication with the whole Forest. The job would have been easier for him if communication had been with a smaller group.

5. We talk a lot about the Forest Service family and the team effort. We need to walk that talk by doing our best to support, encourage and learn from each other. We need to strive to make the agency more human.

6. It is hard for people with special needs to ask for help. We need to anticipate their needs as we go about our daily business. There were times when an announcement was made on the intercom and we forgot to tell Ron. At meetings, he often didn't know who was talking or what was being said. A notetaker would have been helpful but an interpreter would have been better.

7. We need to look directly at hearing-impaired people, speaking distinctly, enunciating words and talking slower than normal.



DEAF PEOPLE SAY:

—It is more satisfying for us to talk to a person who looks pleasant than it is to talk to an expressionless one. A good rule is to keep your hands chest high as we will watch your mouth and hands simultaneously.

—Since conversation with us is a two-way street, receiving messages is as important as sending them. Do not hesitate to ask us to slow down with our "signing" or to repeat when you do not fully understand.

—If we don't understand your "signing," rephrase the idea. When in doubt about the proper sign, fingerspell the word (see the chart showing the "signing" alphabet).

—Don't make excuses for your "signing" inabilities. We would rather hear, "I must practice more so we can talk better," than "I am stupid and can't remember the signs."

—You will find talking to us is easier if you get all the "signing" practice you can. When you are alone, practice by signing paragraphs from newspapers or statements made on the television. Keep a notebook with a list of words you frequently forget how to sign.

TOBY RHUE ALSO LEFT A MARK ON HIS CO-WORKERS

Toby Rhue has left the Ely Ranger District to be the Assistant District Ranger on the Minarets Ranger District of the Sierra National Forest.

On a District with 60 employees, Toby will be doing a little (and maybe a lot) of everything since recreation, timber, fire, range and rural economic development are all major emphasis areas. His office in North Fork, California, is about one hour south of Yosemite National Park. Toby says, "So far, I have found that the work atmosphere is real positive. I think I'm going to like it here."

During the time Toby was in Ely, he became involved with a lot of programs and projects that built relationships with the community and helped promote the Humboldt National Forest. One of his pet projects was the Rural Economic Development Program, for which White Pine County qualified. Toby took on this project, championed it and became an expert on how to make it do the most for the Forest and local communities. Toby and others on the District worked to improve communications with user groups and the communities adjacent to the Ely Ranger District. The success of those efforts can be seen in the attitude of the local communities towards the Forest Service. People have confidence and trust in the Forest Service.

Toby says, "It is astounding the things the Ely District accomplished. We decided we couldn't sit still and wait for people to come to us. We went to the communities where we got volunteers, partners and ideas. We also got numerous grants."

"I really enjoyed the Humboldt", says Toby. "I liked the work environment and the people on the District. I will miss them all. I learned a lot and it was exciting. I wish there had been an opportunity to share with the Leadership Team some of the things I've done and learned."

CHERI'S FOOTNOTE: I personally learned some things from Toby. I watched him for several years with curiosity and surprise. Let me explain. Let's say there is a system that we operate within and define ourselves by. Most of the time we stay within the confines of that system because of a fear of what's outside the system and a fear that irregular behavior will tick co-workers off. We follow the rules and play the game.

Toby's efforts, on the other hand, often seemed to be completely outside the confines of the system. He didn't seem to notice or to care. He was effective and successful. So, what's the point in having the system at all?

The truth is we need structure and we need some rules, but we also need to question a system that possibly is self-imposed, is too confining and doesn't allow for diversity of human behavior. Toby stretched the system. I hope he and others like him have made it more flexible for all of us. ❧

Skabelund Detailed to Nation's Newest and Smallest National Forest

Lee Skabelund recently spent 7 days guiding groups of Boy Scouts through the "Jamboree National Forest"—the Nation's newest and smallest National Forest—and talking with them about resource management and career options. Lee, the Coordinator for Human Rights and Interpretive Services on the Wasatch-Cache Forest in Utah, and 29 other Forest Service employees from around the Nation were chosen to staff the Jamboree National Forest during a 2-week detail to the 1993 National Scout Jamboree near Fredericksburg, Virginia.

Some 35,000 Boy Scouts and their leaders attended the Jamboree, and most visited the Jamboree National Forest with its ranger station, fire tower and three 1/2-mile long trails. One part of a unique, three-part, cloth shoulder patch was earned after completing each of the three trails. Each focused on a different resource area: recreation, fire management, and ecosystem management.

Scouts reached the Forest by stepping off the main trail and crossing a bridge to a replica ranger station. There Scouts were welcomed and briefed on the layout of the Forest's three trails.

The recreation trail gave Scouts a preview of the different experiences they can expect in urban, natural appearing or primitive areas. The Scouts began by crossing a boardwalk in a wheelchair, just as any person with a disability would in an urban setting.

Scouts cross a boardwalk in a wheelchair, just as any person with a disability would in an urban setting.

Lee Skabelund, along with Smokey and Woodsy, enter the newest and smallest National Forest.

The lookout tower on the fire trail contains an Osborne firefinder and a crank telephone.

As the Scouts continued their hike, they entered a natural appearing area where they learned proper trail courtesy when passed by mountain bikers and riders on motorized off-road vehicles or horses. In a primitive setting, Scouts saw a campsite that had been trashed by a hungry bear and one that had been fully bearproofed. A hands-on display showed them how to hang food packs out of a bear's reach.

The fire trail began at the lookout tower, a replica built by Frenchburg (Kentucky) Job Corps students. There the Scouts were shown how to use an Osborne firefinder and a crank telephone. Along the trail, they discussed fire management and ecology. Staffers talked about the effects/benefits of fire and the differences between prescribed fire and wildfire. The Scouts passed through an area where a prescribed fire was burned last spring and witnessed how the area had reacted. The last stop was a small model "house." Scouts learned that many families live where urban and wildland areas interface. Each year, some of those families lose their homes and possessions to wildland fires because they didn't fireproof their houses. Scouts examined the house and were encouraged to think about ways to minimize the risk of losing it to a wildfire. A Forest Service staffer used an oversized Wildland Home Fire Risk Meter to show how fire risk is evaluated.

The ecosystem management trail provided opportunities to learn about the multiple values of an area. At one station, ropes led off the trail and into the woods. By following a rope to its end, Scouts discovered a specific resource—a cord of firewood, a snag, or, perhaps, soil. At another stop, a staffer talked about the agency's gypsy moth eradication program. Scouts spent a few minutes searching for gypsy moth egg masses and saw live gypsy moth specimens. At the final stop on the ecosystem trail, Scouts walked out on a viewing platform to see a wetland and discuss with a staffer the values it represented.

Skabelund, who has been involved in Scouting as an adult for 17 years, said,

"Although the hours were long and I had a lot of catching up to do when I returned to the office, I thoroughly enjoyed it. The Scouts, Jamboree staff, and Forest Service team members were all super! We heard many times, from various sources, that the conservation area was the hit of the Jamboree. Conservation agency leaders noted that it was the finest they had seen anywhere in the world. Wearing a Forest Service uniform in that setting was very prestigious. It was a rare experience and it was great to have been part of it. I express my thanks to the Wasatch-Cache Forest and the Regional Office for supporting my participation in this activity."

According to Tim Beaty, Forest Service Program Manager for the event, "Lee was an important part of the team and helped ensure that every Scout had a meaningful outdoor experience. He and other team members each received plaques of appreciation from Forest Service Chief Dale Robertson at a ceremony in Washington, D.C. As a Jamboree participant, the Forest Service goal was to broaden Scouts' breadth of experience, so they would be better prepared to be the future stewards of our environment."

ON THE NATIONAL SCENE

GOLDEN AGE PASSPORT

The Golden Age Passport has been, and still will be, available for those age 62 or older. The only difference is that the once free Passport will cost $10 after January 1, 1994. Previously issued Golden Age Passports will still be valid.

The Golden Age Passport is a lifetime entrance pass to National Parks, Monuments, Wildlife Refuges, historic sites and any other charge site administered by the federal government. It also provides a 50 percent discount on federal use fees for facilities and services that include camping, boat launching and parking.

Don't confuse the Golden Age Passport with the Golden Access Passport. There is no change expected in the way Golden Access Passports are issued. They are a free lifetime pass available to those who have medical proof of blindness or a permanent disability.

Federal agencies also issue Golden Eagle Passports for everyone under 62. Starting February 1, 1994, Golden Eagle Passports will be issued for a 12-month period from date of purchase, instead of for a calendar year. The price will stay at $25. Golden Eagle Passports allow the bearer free access to all National Forests areas where fees are charged.

E-D-R-O CENTRAL

EDRO-Central has moved!!! And why should you care? You probably don't even have a clue who or what EDRO-Central is. EDRO-Central is the Employment Dispute Resolution Office that mediates employment disputes, especially those that are perceived as discriminatory because of race, color, religion, sex, national origin, age, physical or mental handicap or marital status. Employees, former employees and applicants can ask for EDRO-Central Services.

The primary mission of the EEO Complaint Program is to develop and maintain user-friendly resolution processes through which disputing parties can quickly and fairly address issues of alleged discriminatory management practices that obstruct equal employment opportunity in the workplace. Additionally, the program is to establish and maintain an environment that:

—reflects the Secretary's EEO goals and objectives;

—creates conditions that will encourage managers to resolve EEO complaints early in the complaint process;

—actively supports complaint avoidance strategies through improvements in management and personnel practices; and

—seeks innovation in the complaint resolution process.

Now that you know what EDRO-Central is, meet the staff. The unit consists of three full-time mediators—Jim Pierce, Tom Thomas, and Florence Navarro—and an assistant, Bonnie Simmons. EDRO-Central is one of four staffs established by the Washington Office to assist with complaints. The other staff offices are in Portland, San Francisco and Atlanta. The EDRO-Central office in Lakewood, Colorado, assists Regions 1, 2, 3, and 4 and the National Interagency Fire Center, Intermountain and Rocky Mountain Range and Experiment Stations, Geometronics Service Center, Missoula Technology and Development Center and all other Washington Office detached units.

The Employment Dispute Resolution Office-Central has moved into the Rocky Mountain Regional Office. The new mailing address is 740 Simms Street, P.O. Box 25127, Lakewood, CO 80225. EDRO-Central can be reached by phone at (303) 275-5401 or by TDD (303) 275-5367.

Everyday Serving People

August 3, 1993

Mr. Toby Martinez,
Supervisor, Fishlake National Forest

Dear Mr. Martinez:

Since I suspect that a Supervisor receives more complaints than commendations, let me provide a letter of commendation. ...four of us from Cedar City drove up Beaver Canyon and into the Tushar Mountains. The mountain mahogony, its seeds like gauze in the sunshine, silvered the whole valley in places. And the sky-blue lupine offered bursts of color among the large conifers, including ponderosas and Englemann spruce.

...annoyed by trail bikers...we set off cross country up Poison Creek. This proved to be a memorable hike, both for flora and fauna, and a high quality experience because of the absence of cows and their droppings. The outburst of flowers was truly sensational....

But if this area is a plant paradise, it's also a wild kingdom. Seven large bucks pranced across a lush meadow. Two flocks of the mountain goats that the Forest Service wisely introduced were visible, one of them up close. Marmots and picas sunned themselves on rocks. Birds included white-crowned sparrows, Clark's nutcrackers, a flicker, a grosbeck of some sort, and a golden eagle. Hummingbirds and sphinx moths filled the air, often feasting on the larkspur.

This was watchable wildlife at its best. In this age, when you must wonder if you can please anyone in managing public lands, I want you to know that you have. Perhaps in part because of the reintroduction of the goats, this area remains remarkably unspoiled.... As increasing numbers of visitors and residents seek the high quality of life that Utah offers, I hope that you can continue to protect special natural areas like this from destructive practices.

Sincerely,

/s/ Paul W. Rea
Cedar City, Utah

June 30, 1993

Adrienne Keller
Island Park
District Ranger
Targhee
National Forest

Dear Ranger Keller,

I am writing...to commend...one of your staff. During a recent visit to the Targhee Forest, I was returning from a fishing trip to the Lower Coffee Pot area when I observed people unloading off-road vehicles. When they started to ride past the signs restricting motor vehicles, I hailed them and a confrontation ensued. I got to a phone and reported the incident.... Melissa Jenkins took the report. I thought nothing would happen as it was Sunday afternoon but I felt I had done as much as I could to protect this valuable resource.

I was pleasantly surprised to receive a call from Ranger Robin Jenkins on Monday morning assuring me and my friend that he had issued citations to the offenders. This dedication is to be lauded. Keep up the good work.

Sincerely,

/s/ Chuck Rossiter

August 17, 1993

Frank Carroll
Boise National Forest

Dear Mr. Carroll:

For me, Monday, August 9, was one of those days when everything seems to go wrong. Near the end of a totally frustrating day, my final task was to pick up a Traveler's Map for the Boise National Forest. I started in your direction about 4:00 p.m.; however, due to my own errors, I did not arrive at your office until approximately 4:50 p.m. When I arrived and found that you close at 4:30, I was disgusted with myself....

As I was returning to my car, probably visibly dejected, I was approached by a young woman who had been loading or unloading her car. Cheerfully, she acknowledged that she worked in the Boise National Forest office and asked if there was anything she could do to help. I explained that I was simply trying to obtain a Traveler's Map and that I had arrived too late. This individual then went to the trouble of opening the office, showing me the maps and making certain that I received the information and materials that I was after.

I was so taken by surprise that I didn't think to get this person's name but I did notice the color of her car and the license plates. Normally I am not a very observant person, but I know she was wearing a Boise National Forest uniform and I think she may have been Spanish-American.

It is my hope that you will know or be able to find this young woman and let her know that I was deeply appreciative of her efforts. I believe that her work day was over and that she had no obligation whatsoever to take her own time to help me. This is obviously a person who is willing to go the extra mile and I hope that she will be recognized for the value that she brings to your organization.*

Sincerely,

/s/ Al Stewart
Boise, Idaho

**Maria Navarro*

Everyday Serving People

June 24, 1993

Ranger Steve Sams
Manilla, UT 84046

Dear Ranger Sams:

I am pleased...to comment on one of your employees, Officer John Simons.

For the second year, my wife and I are serving as contractors at Antelope Flat Campground. One reason for returning is John Simons.... John always speaks highly of his Department and the staffing therein. His positive attitude is one we do not often see today.

On the few occasions when it is necessary to call for assistance, John's response is timely and professional. At other times, we just appreciate John's caring and helpful attitude. Every question and individual situation is handled with the utmost care and professionalism. We know we can count on John's knowledge of the laws and his full backup and support when the occasion arises.

...Please let John know that we believe him to be an officer of honesty and of the highest quality. We truly value our association with him.

Most Sincerely,

/s/ Sgt. John B. Kelly
Colorado State Patrol
(retired)

Vince Pace
Supervisory Range Conservationist
Richfield Ranger District
Fishlake National Forest

Dear Mr. Pace,

I just wanted to thank you and the two other men for stopping to help me when I wrecked on my motorcycle and broke my arm.

I really appreciate your kindness when so many other people had passed by. Also, thanks for calling to check on me when I got home that night. The arm is healing fine.

My parents are grateful for all you did to help me.

Thanks,

/s/ Russ Dastrup
Sigurd, Utah

Dear Sir:

My son and I have just returned from a tour of Copper Basin and the Pahsimeroi. We hiked and traveled into many of the canyons that these places have to offer. Muldoon Creek/ Canyon in Copper Basin and the East Fork of the Pahsimeroi have outstanding qualities for the backpacker, biologist, botonist, hunter and those who enjoy fly fishing.

Both areas could use lighter/less AUM's per year but as to range conditions in general, we were impressed considering the drought conditions.

I was pleasantly surprised to find cottongrass along Muldoon Creek in Copper Basin.... I've seen cottongrass in many places in Alaska but didn't know of any populations in Idaho.

Your staff has done an excellent job at Lake Creek in Copper Basin in...the multiple use concept. Facilities at the trailhead were most appreciated during the inclement weather. The green Evansville, Wisconsin, hand pump taps into some of the best water in Idaho....

Respectfully,

/s/ Rich Howard

June 16, 1993

Stephen M. Ryberg
Evanston District Ranger

Dear Stephen,

...this letter is to formally thank you for the exceptional support and hospitality that your District provided me and my family in planting trees in memory of my mother at the Meeks Cabin campground.

The friendly assistance and organization provided by Chuck Frank and Craig Nathe were superb. Their professional manner and caring, friendly approach made the experience rewarding and enjoyable for all of us. The strong, positive comments about them from all members of my family were most gratifying.

From my perspective, I feel that we, as citizens, are fortunate to have such fine stewards of our most important resource...the wonderful land and environment which we live in.

Please accept our deep appreciation for this great experience.

Sincerely,

/s/ Cathryn McMurry
Beaverton, Oregon

Everyday Serving People

August 8, 1993

Forest Supervisor
Targhee National Forest

Dear Mr. Caswell:

I want to commend you for running one of the most efficient and helpful federal offices I've encountered.

A little more than a week ago, I asked your office for information regarding the Targhee National Forest. Within several days, I had received a packet of information which contained detailed maps, brochures and two extremely well written "newspapers" on the Forest. The quality of writing in the informational newspapers is superb and the maps extremely helpful.

I spoke to two people in your office and Donna Conley was the employee that sent the information. Such quick, efficient and high quality service speaks volumes for the Forest Service and particularly the Supervisor's Office of the Targhee National Forest.

We will be visiting the Forest in mid-September and appreciate the help extended.

/s/ Howard Prankratz
Lakewood, Colorado

September 9, 1993

Mr. Ronald Wilson
Cedar City District Ranger
Dixie National Forest

Dear Ron:

On behalf of the participants of the Sierra Club who worked on the Virgin River Rim Trail project, we thank you for your help in making the project a successful one.

In particular, I would like to acknowledge the work of Susan Hayman. Of all the service trips I have led in the Southwest, never have I encountered such a high level of enthusiasm, cooperation and professionalism. The resounding success of this trip is due in a very large part to her. She went "above and beyond" in coordinating details, securing equipment and in designing a challenging, yet satisfying project. Always amiable, she was available weekends, evenings and her days off. I cannot say enough about this very valuable member of your team.

Speaking of the team, please pass on to Lyndon Crow our thanks for his supervision of our work. He was responsible for turning 18 rookies into experienced trail builders.

Lastly, your efforts in approving this project, introducing me to Susan and in speaking to our group are appreciated. We look forward to continuing the work on this trail or on other projects in the future.

Sincerely,

/s/ Jerry C. Meyer
West Newston, MA

September 13, 1993

Mr. Gerald Rustad
Natural Resource Specialist
Kemmerer Ranger District
Bridger-Teton National Forest

Dear Mr. Rustad:

Myself and a friend were on our way (9/5/93, Sunday morning) to the Hams Fork Campground when we developed a leak in the transmission of my truck. We were fortunate to run into a hunter who gave us two quarts of transmission fluid so we could make it to the campground. But, when we pulled into the campground, we were almost empty again.

We began to stop every passerby asking for tools, fluid, or help of some kind. We went to every camp in and around the campground but had no luck. It was getting late and we began to worry about our plight.

About this time, feeling pretty hopeless, Mr. Bob Salisbury walked to our truck outside the campground. He introduced himself as the Host of the camp and offered to help us in any way he could. He loaned us tools and we fixed the leak. He then called Kemmerer and had the police bring fluid to the camp for us.

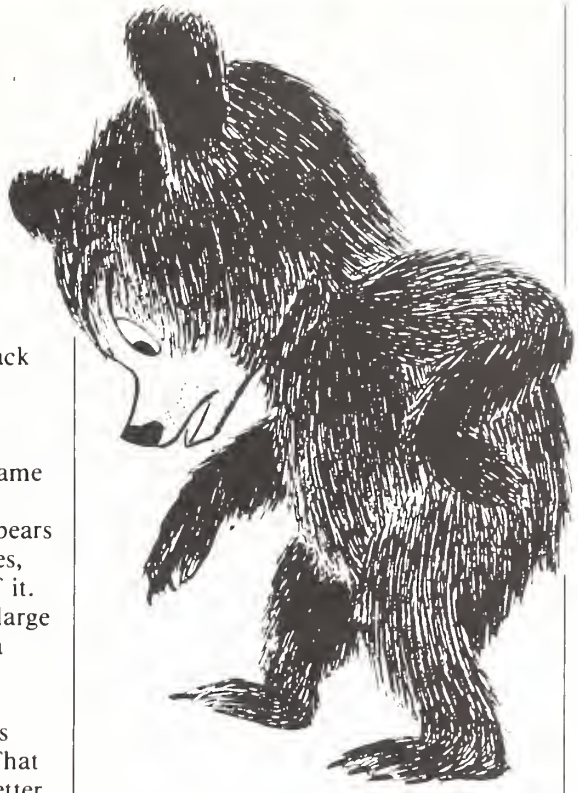
He and his wife, Elizabeth, stayed up until 2 a.m. to receive delivery of the transmission fluid while we slept. Our trip was continued the next day uninterrupted because of the kindness of these two strangers. I understand that they are strictly volunteers and do not receive any pay for their services. Yet they refused to take any money from us except to pay for the fluid.

...My gratitude goes far beyond this simple letter. They are two wonderful people who perform a great public service.... They made a difference in our lives even if it was for just a short time....

/s/ Errol Pitre
Green River, Wyoming

Kids Corner . . .

Tree Climbers—the Bear Kind



A first grader asked why black bears can climb trees and grizzly bears can't.

I've often wondered the same thing. So, I started asking around. Know what I found out? Grizzly bears can and occasionally do climb trees, though they don't make a habit of it. It seems it is awkward for such a large animal to heft all that weight up a tree.

Bears seem to be a lot like humans when it comes to climbing trees. That is, cubs, like children, are much better climbers than their parents. Some folks say a bear cub, grizzly as well as black, can scramble up a tree as easily as a squirrel. That's a pretty good climber, I'd say.

All bears climb by holding on with their front legs while pushing off with their back feet. They make good use of their claws as well, digging into the bark to keep from sliding downward. They get better leverage with their front legs and feet when they can reach partially, but not all the way, around a tree. So, trees two feet in diameter and larger are more to their liking than say a 10-inch tree.

Of course, if the tree has branches poking out all along its length, a bear can use these like steps and walk up a tree. That is unless the branches are crowded close together, then it may be difficult for a bear to squeeze up through them.

But you tree climbers know all about this sort of thing.

Oh. I wanted to mention how bears' claws affect their ability to climb trees. It seems the claws on a black bear are curved, while those on a grizzly are fairly straight. Plus, a grizzly bear's claws are duller than a black bear's because grizzlies dig a lot more than black bears do. And dull, straight claws are not as useful for climbing as curved, sharp ones.

Bears do climb trees...but why? They do it primarily to escape danger (except that I am sure cubs climb for the fun of it too, much as you kids do). When a mother black bear senses danger, she will shoo her cubs up a tree if one is handy. Then she will usually run off in another direction, probably hoping to divert enemies away from her young. An adult bear normally will not use a tree for escape unless it becomes too tired to run any more, or it is cornered with nowhere else to go. Hunters with hounds will sometimes get a bear treed in this way.

So, both grizzly and black bears can and do climb trees. Black bears just happen to be better at it because they are smaller and have sharper, more curved claws, which makes it easier for them to scoot up a tree. Besides, black bears tend to live where there are more trees, so they have more opportunities to climb.

Pat L. Hurt
Forester
North Fork Ranger District
Salmon National Forest

ETIQUETTE FOR WILDLIFE WATCHING

Observing and photographing wildlife is a rapidly growing hobby that usually causes little disturbance or harm to animals. But, people should view wildlife responsibly. In most cases, the harm people cause wildlife occurs because of stress and the energy the animal uses to move away from a perceived danger. This is particularly true in winter when animals tend to be concentrated in limited living space, and stress triggered by careless intruders can lead to a variety of dietary and health problems.

Here are a few tips on responsible wildlife observation from the Colorado Division of Wildlife.

❖ Observe animals from a distance they consider safe. Get your "closeup" by using binoculars, spotting scopes and telephoto camera lenses.

What is a safe distance? You are probably too close if most of the animals are looking at you with heads up and ears pointed toward you, or nervous or jumpy when you move or make a noise. If you see these signs, sit quietly or move away slowly until the behavior changes.

❖ Move slowly and casually, not directly at wildlife. Allow them to keep you in view; don't sneak up and surprise them. Most wildlife rely on their eyesight and sense of smell to keep them from danger.

❖ Never chase wildlife. Don't follow them or behave in any way that might be seen as harassment. Keep pets in your vehicle.

❖ Using animals' behavior as a guide, limit the time you spend with wildlife, just as you would when visiting a friend's home.

❖ Respect the space of others who may be viewing the same wildlife. If you approach too closely, you will ruin everyone's opportunity for natural, relaxed photographs and observation.

Linda Ward IS A BARRIER BASHER

"I learned a long time ago that it is up to me to create the kind of work life I want. Some call that empowerment. I prefer to call it my way of life. I've found that by providing outstanding customer service I build my self esteem. My spirits are lifted and my job satisfaction radically increases. There's nothing more rewarding for me than to please my customers. It's fun. It's challenging. It's an opportunity to use my creativity. It energizes me. And, believe it or not, it makes my job easier. Each unique, one-at-a-time experience demands my very best effort," said Linda Ward, Writer/Editor on the Caribou National Forest, when Regional Employee Development Specialist A.J. Sheen asked why customer service turned her on.

Linda's enthusiastic commitment to customer service didn't begin when she joined the Forest Service 4 years ago. She brought it with her from an earlier work experience with two Florida newspapers and some advertising/public relations work in Salt Lake City. "I was lucky to have those experiences. Much of what I learned during that time applies now, especially the customer service concepts. Naturally, working for the Forest Service is different than working for a private enterprise, but a customer is a customer no matter where you work. Customers want and demand quality service. Even the newly released Mission, Vision and Guiding Principles commit us (Forest Service employees) to 'strive to meet the needs of our customers in fair, friendly and open ways.'"

Linda's innovative pre-Forest Service achievements are many. She developed and initiated an executive development training experience for young executives at the Tampa Tribune. She organized and implemented a crime watch network (with local law enforcement agencies) that utilized the newspaper's 800 home-delivery distributors. Several utility companies in the Tampa area and newspapers around the country heard about and implemented that successful crime watch program. Local high schools and junior colleges recognized her for her efforts in recruiting and retaining minority students and for orchestrating the donation of home appliances to the Salt Lake City Ronald McDonald House. "The list goes on," A.J. said.

A.J. Skeen describes Linda as a person with an immense capacity for ideas and a special knack for building on the ideas of others. A.J. adds that Linda's love of people shows in everything she does. "I've often told her I wish we could clone her."

The Region's Employee Development Group was delighted when Linda volunteered to serve on the Forest's site team to pilot "Real Time Customer Service," one of the four core training courses offered by the Region. Then she was asked to help train other Forests in the Region and, last February, she and Fred Kingwell, Bridger-Teton National Forest, presented "Real Time Customer Service" at Region 9's University in Chicago. Linda said there seems to be a common thread that binds us together regardless of which Forest or Region we work in. Forest Service employees are committed to "serving" the American people.

"This past year, I met and worked with some wonderful customer service champions at the Frontliners Conference and on the Boise, Toiyabe, Manti-LaSal, Dixie and Caribou National Forests. I learned from the participants, I even stole and implemented some of their wonderful ideas about delivering excellent service, and I had many opportunities to share and encourage others."

Linda describes herself as a customer service zealot of sorts who recognizes the need to foster and encourage others to embrace the philosophy of Karl Albrecht, a reknown customer servicer geru. "Albrecht says that if you aren't serving the customer directly, then you better be serving someone who is."

"I wish I could say we're close to overcoming the obstacles to becoming a truly customer-focused and customer-driven organization. Unfortunately, we have a long way to go. I try to remember it's a journey, not a destination. Customer service is an individual commitment. We can become barrier-bashers for the people we serve just by using imagination and creativity, by walking a mile in the customer's shoes and by finding the courage to suggest new ways of meeting customer expectations. It is possible for one person, acting alone, to deliver monumental customer service. You've got to have the guts to stand up for the customer instead of defending rules that get in the way."

The Americanization of Fiona

During the summer of 1992, the Ruby Mountains Ranger District on the Humboldt National Forest was "home" for an SCA enrollee from Leeds, England. Fiona Dalton, a 19-year-old student from "The Queen's College" in Oxford, spent 12 weeks in rural Nevada working in the recreation field. She spent time in Wilderness areas, on trails, working with the Sierra Club, on a "Passport in Time" archeology project, and doing campground inventories and whatever else needed to be done.

Fiona Dalton.

She sent the following letter "home" to England:

> *"Well, I've been around North-Eastern Nevada for a few weeks now and I guess I'm beginning to understand what's going on. I've lost money in a few slot machines, inspected a few campground toilets and seen a few sage-brushes in my time. I know that you really can eat peanut butter and jelly mixed together in a sandwich. I can recognize a Lamoille Canyon milk vetch, use the low impact technique for brushing my teeth.... But I still haven't worked out why, in a state that's legalized everything from gambling to prostitution, I'm not allowed a beer.*
>
> *There aren't many 19-year-old English girls living in Elko state: on the rarity scale I'm up there with environmentalists and jackalopes. It's great being a novelty, but at times I do feel a long way from home. When I'm asked, 'Can you drive from here to England or is there water in the way?' and 'What Language do they speak in England?' When no one can pronounce my name, which is very common in Britain. When my sister addresses a postcard to a state called Nevarda. But my grandmother wrote to say that she found the Ruby Mountains in her atlas. So I must still be living in the same world."*

Six months later, when she had returned to school after her Nevada experience, we received the following:

> *"When I was back in cold, grey Oxford last November I stayed up all night, just across the road from where Clinton actually studied, to see Nevada declare its Presidential candidate. All the Americans in the room laughed at me, saying that there were only 30 voters in Nevada anyway, but I told them that these 30 people were my friends. They'd taught me the words to 'All my exs live in Texas,' how to ride a horse, and how to drive on the wrong side of the road. Apparently Nevada is not typical of the USA (although I'm still to be convinced that the drug-deals of New York Central Park don't hide behind sage-brushes) but I hope that all Americans are as friendly as the ones I met."*

VOLUNTEER SERVICE AWARD

On July 26, representatives of Chevron USA accepted the 1993 Corporate Volunteer Service Award from the USDA Forest Service for involvement in the Storm Mountain Amphitheater restoration project in Big Cottonwood Canyon, Wasatch-Cache National Forest. Chevron employees contributed over 450 volunteer hours on this project and the Company donated $15,000 in cash and services worth thousands of dollars.

Receiving a Volunteer Award is significant since nominations are submitted by National Forests throughout the Nation.

Walt Maguire, who accepted the award for Chevron, said, "Our employees gained some real ownership in this project. Many of them will be back with their families and others to visit and learn more about the natural resources of the National Forests."

Making the award was Utah Senator Robert F. Bennett who reminded those in attendance that current and future Utah citizens will benefit from Chevron's corporate and employee generosity. The refurbished Storm Mountain Amphitheater will be used largely to present various conservation education programs to people of all ages. It was also designed with a barrier-free access trail for persons with physical disabilities.

Utah Senator Robert F. Bennett (center) presents the 1993 Corporate Volunteer Service Award to Walt Maguire, Chevron's representative. Nancy Krebs represented the Wasatch-Cache National Forest at the ceremony.

Awards

REGIONAL OFFICE

Cash

NADEAN BARTSCHI, Personnel Assistant - $200 for willingly taking on additional duties and responsibilities in the absence of others.
DAVID M. NEELEY, Transportation Operations and Maintenance Engineer, E - $1,300 for invaluable service and willingness to assist the Claims Staff and the United States Attorney in tort claims and related litigation.
CHARLENE REED, Supervisory Purchasing Agent, AS - $800 for customer service during a period when significant personnel changes took place within the unit and for other accomplishments that have resulted in greater office efficiencies.
BETH SJOBLOM, Purchasing Agent, AS - $500 for her high level of ADP procurement expertise and for Regionwide feedback on her customer service in this area.
LATANYA HOSKINS, Audio/Visual Assistant, PAO - $100 for outstanding assistance in managing the AV equipment and library checkout systems.
WILLIAM MILLER, Leasable Minerals Specialist, MAM - $800 for outstanding efforts in support of the Intermountain Region's oil and gas leasing program.
LAURIE COX, Accounting Technician, F&PS - $500 for establishing the appropriate data bases on the computer and streamlining the programs for government credit cards and third-party drafts.
WILLIAM S. WERNER, Information Systems Officer, and RUTH MONAHAN, Wilderness Specialist, R&L - $500 each for outstanding performance in serving on the Frank Church—River of No Return Wilderness Organization Review Team.
JAMES L. SHELL, Cooperative Fire Specialist, A&FM - $650 for exemplary performance and dedication resulting in revision of the master cooperative agreement with the State of Nevada.
ROY E. KECK, Aviation Safety Officer, A&FM - $650 for exemplary performance and leadership resulting in the establishment of a national interagency air attack program.
JOHN LOPEZ, Personnel Officer - For outstanding leadership, participation and support for the Hispanic Partners for Success program.
RALENE W. MAW, Computer Assistant, F&WL - $500 for exceptional performance in carrying out duties associated with budget data management and coordination of a continuing education program.
GARTH BAXTER, Forester, S&PF - $225 for speaking skills attained through presentation of 10 speeches in the Regional Office Speakeasies.
SUSAN PREECE, Computer Programmer Analyst - $250 for an excellent job of preparing and teaching the "Instructor Training Course."
MICHAEL COLLETTE, Hydrologist - $500 for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication.

Group

GAYLE CASH, Supply Management Representative, $300; TINA MILDON, Procurement Assistant, $300; KAREN SCHULTZ, Procurement Clerk, $300; EILEEN PALMER, Supply Clerk, $300; and NORDA PRIMARVERA, SCSEP, $50, AS - For excellent and positive response in dedicating time and service in covering additional duties imposed as a result of an accident which caused one employee to be gone for a 2-month period.
EUGENE E, FARMER, Hazardous Materials Specialist, MAM; SUZANNE M. BUNTROCK, Supervisory Civil Engineer, E; and KEN PITT, Attorney Advisor General, Office of General Counsel, Rocky Mountain Region - $1,000 each for initiative and foresight in managing the Intermountain Region's hazardous materials program.
ROBERT L. RANDOLPH and THOMAS R. ABBAY, Geologists, MAM - $1,000 each for providing outstanding customer service to the National Forests regarding the Intermountain Region's locatable minerals program.
PAMELA A. CAMPBELL and LORNA MCNAY, Office Automation Assistants; MARIANNE M. HOLLAND, Support Services Specialist; and SUSAN K. VAN ALLEN, Administrative Officer, R&L - $300 each for outstanding customer service for the Intermountain Region's minerals program.
PAUL W. SHIELDS, Wildlife Program Manager, F&WL - $500 for outstanding leadership in coordinating an excellent partnership with the Rocky Mountain Elk Foundation.
DON MURPHY, DAVE HOLLAND, BETSY RICKARDS, BOB DAVIS, CRAIG MORRIS and KATHY HAUSER - $1,300 each for outstanding teamwork, communication and demonstration of the principles of open decisionmaking in developing the Forest Plan Revision Deskguide for the Intermountain Region.

Quality Step Increase

TRUDY L. PEHRSON, Personnel Clerk - For exceeding the fully successful level in all assignments and for making innovative changes in reports, forms and processes.
TINA S. MILDON, Procurement Assistant, AS - For exceeding all performance elements. She has consistently shown initiative and drive in accomplishing all her tasks and has done it with a willing and "can do" attitude.
MARSHA BAIR, Management Assistant (Appeals), P&B - For continuous outstanding performance this past year.
BERNICE L. HAMPTON, Budget Analyst, A&FM - For outstanding performance.

ASHLEY NATIONAL FOREST

Cash

KEN JAEGER, Forestry Technician, SO - For superior performance in timber sale preparation duties on the Wasatch-Cache NF during FY 1993.
ROLAND LEIBY, Hydrologist, SO - For superior performance in quantifying and preparing water rights claims for the Snake River Basin Adjudication (Regional Office award).
STEPHEN SAMS, Flaming Gorge District Ranger - Recipient of the John Herbert Award for Excellence in Recreation.
FLOYD BARTLETT, Supervisory Forester, SO - Health, Safety and Plan Award for 1992.
BRENT MCBETH, Forester (ADM), SO - $500 for resolving some conflicts regarding administration of bear baiting in Idaho and Utah. Consistence was gained between Regions 1 and 4 and the process now meets customer needs.

Length of Service

KRISTINA BOLLINGER, Forestry Tech, Duchesne RD - 10 years
RUSSELL MULLINS, Engineering Equipment Operator, SO - 10 years
CRAIG SHEELY, Forester, Flaming Gorge RD - 20 years
EVERETT LEMONS, Telecommunications Specialist, SO - 25 years
CHAUNCIE TODD, Forester, SO - 25 years
CLARK TUCKER, Roosevelt District Ranger - 25 years
MICK KESSEL, Supervisory Forester, SO - 30 years

On-the-Spot

BRENT HANCHETT, Landscape Architect, SO - A Dixie NF award for substantial visual resource input to the Sidney Valley Project during a 2-week detail.
PAMELA CHONG, Mail and File Clerk; DARRELL JOHNSON, Forester; JULENA POPE, Program Assistant; CHAUNCIE TODD, Forester; DOLLIE ROCKWELL, Budget Analyst; CHARLES CONDRAT, Hydrologist; SO; and MICKEY CARTER, Environmental Coordinator, Vernal RD; MARY SANCHEZ, Support Services Specialist, Duchesne RD; and GEORGE HOUSTON, Forestry Technician, Roosevelt RD - For planning and implementing the "All Employees Day" for the Forest.

BOISE NATIONAL FOREST

Special Act

ELLEN SPICKERMAN, Hydrologist, Mountain Home RD - $500 for superior performance in quantifying and preparing water right claims for the Snake River Adjudication (Regional Office award).
CALVIN S. GORDY, Computer Specialist, Boise Adjudication Team - $750 for exemplary performance and application of technical expertise in developing a computer-based information and data management system for the Boise Adjudication Team (Regional Office award).
TERRY TEETER, Forestry Technician, Idaho City RD - For completing regular program of work to a high standard while taking on the additional assignment as Acting South Zone Fire Management Officer.
TERRY PADILLA, Range Conservationist (NEPA Coordinator), Idaho City RD - For leading the Logging Gulch ID Team to successful completion of the project while implementing state-of-the-art analysis procedures.
JULIE WEATHERBY, Forest Entomologist, Idaho City RD - $500 for outstanding work in developing an insect and disease hazard rating, which was utilized for determining stand treatment priorities for the Logging Gulch Timber Management Project. Julie's work was critical to the successful completion of the project.
DON CORLEY, Fisheries Biologist, and JOHN THORNTON, Hydrologist, SO - $500 each for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication (Regional Office award).
GREG LIND, Botanist, Idaho City RD - For an outstanding effort in developing a state-of-the-art field evaluation and field survey process for sensitive plant analysis for the Logging Gulch timber management project.
RAY EKLUND, Silviculturist, Idaho City RD - For outstanding leadership in developing silvicultural analysis that not only addressed tree health, but also provided habitat information which formed the basis for the diversity analysis. Also Ray developed a process for determining stand treatment priority (which has become a Forest standard for prioritizing stand treatment and vegetation analysis).
PAUL BRYANT, Forest Planner, Idaho City RD - For planning and guiding the interdisciplinary process, developing a state-of-the-art Roadless Area analysis and utilizing GIS for the Logging Gulch timber management project. He established new standards for determining project effects on roadless characteristics for the Intermountain Region.
LINDA SPILLERS, DIANA WALL and LESLIE HOWELL, GIS Technicians, Idaho City RD - For outstanding GIS support to the Logging Gulch timber management project.
JOE FROST, GIS Manager, Idaho City RD - For outstanding efforts in an interdisciplinary training project in GIS application, developing and implementing a project information needs assessment and producing state-of-the-art maps and reports crucial to the completion of the Logging Gulch timber management project.
BARBARA FORDERHASE, Writer/Editor, Idaho City RD - For an outstanding effort in the design, layout and editing of the Logging Gulch timber management environmental assessment.
JOHN THORNTON, Forest Hydrologist, Idaho City RD - For outstanding water quality and riparian analysis for the Logging Gulch timber management project.
JOHN ERICKSON, Forest Wildlife Biologist, Idaho City RD - For a significant and outstanding effort in the design and implementation of a state-of-the-art analysis, utilizing GIS to determine potential project effects on plant and animal species diversity for the Logging Gulch timber management project.
ANTHONY SANCHEZ, Biological Science Aid, Idaho City RD - For a great job of supervising a 10-man Southern Idaho Correction Institution trail crew. Because of his adaptive nature and leadership skills, he was able to handle this unique and challenging assignment.
BONNIE WEST, Clerk Typist, Idaho City RD - For excellence and dedication to the District's business management group in accomplishing the personnel/time and attendance workload plus taking on the added responsibilities of tear sheets, gas issue sheets and assistance in purchasing.

Spot

CLINTON A. KENNEDY, Forestry Technician, Cascade RD - For outstanding performance as YCC Crew Leader.
BURL MOORE, Forestry Technician, Lowman RD - For innovation and dedication to cost savings in forming a partnership with a Boise school teacher to provide dispensers at 1/2 the cost.
GEORGE LONG, Forestry Technician, Lowman RD - For taking charge of the 1993 District mushroom patrol. Scheduling and insuring complete coverage of the picking area resulted in high permit compliance.
BRIAN BURKY, Biological Technician (Fisheries), Lowman RD - For outstanding performance while patrolling the 1993 District mushroom picking area. His efficient recordkeeping and thorough patrols resulted in high permit compliance.
GWEN BARNUM, Personnel Clerk, Lowman RD - For providing valuable assistance in organizing the 1993 mushroom picking permit system and for providing excellent customer service when issuing permits.
WILLIAM OLIVER, Forestry Technician, Lowman RD - For providing knowledgeable and efficient law enforcement support for the 1993 mushroom picking program. He coordinated with District personnel and other Forests to resolve problems and protect natural resources.
ELENA MILLER, Information Receptionist, Lowman RD - For outstanding performance in processing mushroom permits and providing excellent customer service for the 1993 mushroom picking season. She handled complaints and questions in a professional manner.
DENISE HERVIEUX, Biological Technician (Fisheries), Lowman RD - For outstanding preparation for implementation of the allotment monitoring, resulting in full ESA compliance.
BILL COX, CRAIG STEELE, BOB MASSAD, SCOTT HARPER and BRIAN BURKY, Biological Technicians, Lowman RD - For outstanding production and supervision that resulted in completing barrier and revetment work in 1/2 the time planned.
DAVID WALLACE, Budget Analyst, SO - For assistance and cooperation in working with the Emmett RD and Soil Conservation Service in effectively negotiating an equitable settlement in leasing costs.
CAROL SHOBE, Computer Assistant, and ADRIANA SANCHEZ, Computer Trainee, SO - For responding to and correcting an unprecedented number of system hardware and software failures during the absence of the System Manager and for providing exemplary customer service.
SHARON PARIS, Planning Specialist, and DANIEL SCHLENDER, Landscape Architect, SO - For a significant contribution toward the Forest's timely response to two congressional inquiries on Roadless Areas considered in Wilderness deliberations.
CHARLES PRENTISS, Soil Scientist, SO - For work and performance in excess of regular duties in the soil and water program in FY 1993, as well as for continued BAER work and programmed work.
IDAHO CITY FIRE CREW—TODD DEMASTERS, SPENCER DONOVAN, JOEL KERLY, MIKE FORD, RYAN BARKELL, CHRIS LAFLASH, RICH STILES, RICH FERNEAU, GERALD WEBER, WILLIAM CASEY, MIKE SHANE, TOM FERGUSON, MARLENE JOHNSON, CARLA EVANS, SARAH FIELD, D. R. THOMPSON, SAUNDRA YOUNG, MELISSA DICKERSON, TONY DEMASTERS and TERRY TEETER, Crew Foreman - For help in cubic study test sale—debarked portions of logs to speed up the study.
GUY CANADAY, Civil Engineering Technician, Emmett RD - In appreciation for an outstanding effort in support of the recreation construction at Banks, Hot Springs and Danskin facilities.
ROY BUCKLEY, Civil Engineering Technician, Emmett RD - In appreciation for an outstanding effort in preconstruction engineering in support of the District's salvage sale program facilities.
RICHARD FARBER, Civil Engineering Technician, Emmett RD - In appreciation for an outstanding job of construction contract administration in support of the Emmett RD salvage sale program.
DANNA HADLEY, Civil Engineering Technician, Emmett RD - In appreciation for an outstanding effort in contract inspection in conjunction with the Middle Fork Payette Road surfacing project.

Sustained Superior

CRAIG COOK, Forestry Technician, Lowman RD - For exceptional performance and an outstanding attitude while serving the District in the combined roles of Helicopter Manager and Harvest Inspector during the 1993 season.

BRIDGER-TETON NATIONAL FOREST

Cash/Spot

LIZBETH NOVAK, Landscape Architect, SO - For excellence in design, field layout, and actual work controls beyond a Specialist's responsibility on the Angeles and Sheffield Trailheads on the Buffalo RD.

REBECCA TALBOT, Recreation Forester, Buffalo RD - For providing inspiration and leadership to the interpretation and nonwilderness recreation programs on the District during 1992 and 1993.

LYNDA HOUFEK, Support Services Supervisor, Big Piney RD - For performance exceeding job requirements while maintaining a sustained superior level of quality.

RAMON BORREGO, Wildlife Biologist, Big Piney RD - For outstanding performance in accomplishing wildlife mapping. His contribution was vital to the timber sale review on the Eldorado NF.

JENNIE IMESON, Administrative Assistant, SO - For her friendly and knowledgeable manner, team player attitude, and extra effort in the personnel area.

DALE GOMEZ, Wildlife Biologist, Buffalo RD - For superior performance in the planning, environmental documentation and execution of a myriad of challenge cost-share big game, fisheries and wetland habitat improvement projects on the District.

ED DISNEY, Range Technician, Buffalo RD - For superior performance in planning and executing range, wildlife and recreation projects during the summer of 1993.

GREG SMITH, Public Information Specialist, Bridger-Teton NF - $500 for outstanding performance in serving on the Frank Church—River of No Return Wilderness Organization Review Team (Regional Office award).

CRAIG SMITH, Civil Engineer, and WILLIAM BAETGE, Equipment Operator, Greys River RD - For completing the reconstruction of the Lye Creek Campground water system on the Santa Rosa RD, Humboldt NF.

CARIBOU NATIONAL FOREST

Cash/Spot

RICHARD M. VANBEBBER, Range Conservationist, Malad RD - For leading the arduous task of preparing the appeal records for the Indian Mill, Wright's Creek, Old Canyon and Mill Creek Allotments. He sorted 30 years of data and organized it for presentation in 22 appeal records.

KATHY Q. WILLIAMS, Office Automation Clerk, Malad RD - For helping organize the appeal records for the Indian Mill, Wright's Creek, Old Canyon and Mill Creek Allotments (22 appeal records with 45 exhibits) while still conducting her normal duties.

LEE LEFFERT, Hydrologist, SO - $500 for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication (Regional Office award).

CLARENCE ATKINSON, Forestry Technician, Montpelier RD - For creating a safer work environment by discovering unsafe electrical equipment and fixing/repairing it "on the spot."

Cash

LINDA WARD, Writer/Editor, SO - $200 for an excellent job of preparing and facilitating the "Real Time Customer Service Workshop" (Regional Office award).

FAYE KRUEGER, Land Use Planning Specialist, SO - $200 for an excellent job of preparing and facilitating "Building High Performance Teams" workshop (Regional Office award).

VICTOR BRADFIELD and JAY KING, Range Conservationists, Soda Springs RD - For excellent quality and timely completion of work on grazing, violations and appeals, that was above and beyond the normal workload.

CHALLIS NATIONAL FOREST

Cash

FIELDS BENDER, Engineering Draftsman, SO - For outstanding performance.

BILL SAVAGE, Construction Representative, SO - For an outstanding effort with the small miner exemption.

MICHAEL D. FOSTER, Natural Resource Specialist, Lost River RD - For leadership in initiating, designing and implementing the Lost River Mountain Range Ecosystem Management Project. His performance and personal initiative exceeded the normal requirements of his position.

MARK GIACOLETTO, Fire Management Officer, Lost River RD - For outstanding performance in serving as both the District Forester and Fire Management Officer for the District from 2/7 through 5/30/93.

JANICE STAATS, Hydrologist, and LEON JADLOWSKI, Fisheries Biologist, SO - $500 each for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication.

ANDREA HUMBIRD-STOUT, Computer Programmer Analyst, SO - For her outstanding extra effort in getting the Forest GIS hardware and software working together.

ANDREA REEDER, Information Assistant, Challis RD - For making every District priority her top priority and meeting all deadlines even when the office was short-handed.

SHARON BRADLEY, Forester, SO - For special effort and active participation as a cadre member on the Region's silviculture and sale administration training team while maintaining and demonstrating outstanding accomplishment in managing her staff responsibilities on the District.

DAVE BOOTH, Supervisory Range Conservationist, Challis RD - For active participation as a member of the Forest's range improvement team in developing the Forest Range Action Plan and the Forest Plan amendment on grazing utilization standards and guides.

DAVE SISK, Supervisory Forestry Technician, Challis RD - For special efforts, leadership and support in serving on the Region's fire training cadre in fuels and prescribed fire management programs and in demonstrating outstanding accomplishments in managing staff responsibilities on the District.

ROCKY SOLK, Support Services Specialist, Challis RD - For active participation and involvement in the special emphasis program, for expertise and dedication in helping other people excel and for outstanding accomplishments in managing her staff responsibilities on the District.

DAVID FAIKE, Forester, SO - For quickly learning the numerous reporting requirements of the timber function for the Forest and responding to that requirement in a quality manner.

Spot

STEVEN SPENCER, Supervisory Range Conservationist, Lost River RD - For extra effort in working on the Snake River Basin Adjudication (34 claims and objections).

LORENE SPENCER, Office Automation Clerk, Lost River RD - For her outstanding contribution to the District's property management program.

DIXIE NATIONAL FOREST

Cash

DON MOSIER, Forestry Technician, Escalante RD - $200 for outstanding performance during a law enforcement detail to the Wasatch-Cache NF in 1992.

DANIEL H. DEISS, Supervisory Land Use Planner, SO - 1993 Innovator of the Year Award for commitment to quality and excellence in the workplace and for initiating many new strategies to help Forest employees become more effective and efficient with their workloads.

CHARLOTTE T. MITCHELL, Support Services Specialist, Cedar City RD - For outstanding contributions to timber management support in FY 1993. Her dedication and coordination of the Support Services group on the District was especially critical to the success of the emergency bark beetle recovery program.

DONALD F. TINSLEY, Lead Forestry Technician, Cedar City RD - For an outstanding job in coordinating all field layout and marking crews required to complete not only the standard FY 1993 timber sales program but also the emergency bark beetle recovery projects.

DIANA L. MCGINN, Forester, Cedar City RD - For an outstanding job in completing a substantial workload in the reforestation program that was key to the completion of critical FY 1993 targets and, at the same time, completing all standard sale preparation projects.

Spot

LORENDA A. MCCORMICK, Information Receptionist, Cedar City RD - For a consistently friendly smile and Good Host attitude towards anyone coming into the office—that includes internal as well as external customers.

ROBERT J. FILLMORE, Forestry Technician, Teasdale RD - For extra effort in hosting the Natural Resources Ride, 8/4-6/93, insuring its success.

SUSAN D. COTTAM, Information Assistant, Escalante RD - Received the 1993 Host of the Year Award for working at the front desk, interacting with the public and giving them their first impression of the Forest Service. She always has a smile and is very energetic in helping wherever she is needed in a very professional way.

JEFFRY G. BOTT, Forester, and TAMERA L. DRAPER, Support Services Specialist, Teasdale RD - For extra effort in hosting the Natural Resources Ride in August, insuring its success.

ARLENE HEAP, Accounting Technician, SO - For outstanding performance in a detail to the GIS component of an oil and gas leasing EIS.

JOHN DELOY DUTTON, Engineering Equipment Operator Foreman; and RAYMOND L. LAIRD, DANNY F. MATHESON, THOMAS H. TALBOT, LYLE DWIGHT STONES, MAURICE MUNFORD, MICHAEL EUGENE SMITH, Engineering Equipment Operators, and JAMES DALE CORNELIUS, Engineering Equipment Operator, SO - For outstanding quality work on the Navajo Lake road project.

HUMBOLDT NATIONAL FOREST

Cash

CHRIS BUTLER, Hydrologist, SO - $500 for superior performance in quantifying and preparing water right claims for the adjudications in northern Nevada (Regional Office award).

Employee Suggestion

CHARLES B. VAUGHN, Criminal Investigator, Ely - $500 for adoption of a sign designed to help prevent archeological resource violations and improve success in criminal A.R.P.A. cases.

Group

DALE ARMSTRONG, Supervisory Civil Engineer, SO, and MARTINA GAST, Natural Resource Specialist; KAREN DUNHAM, Support Services Specialist; DAVID KERN, Forestry Technician; JUDITH POCHE, Forestry Technician, and LORNE WOLICI, Forestry Aid (Seasonal), Santa Rosa RD - For an excellent example of team effort in the planning, execution and reconstruction of the Lye Creek Campground water system on the Santa Rosa District.

Length of Service

CHARLES VAUGHN, Criminal Investigator, Ely RD - 20 years

JACK CARLSON, Mountain City District Ranger - 20 years

CHRISTOPHER BUTLER, Hydrologist, SO - 15 years

MANTI-LA SAL NATIONAL FOREST

Cash

DON RIDDLE, Forestry Technician, Ferron RD - $200 for outstanding performance during a law enforcement detail to the Wasatch-Cache NF in 1992.

LELAND MATHESON, Range Conservationist, Price RD - For bringing allotments into compliance with the Forest Plan and for his ability to insure quality range/wildlife/watershed improvements and pro-active work with permittees.

RONALD HIGGS, Range Conservationist, Price RD - For completion of pinyon/juniper chaining maintenance projects including organizing a volunteer partnership with Birdseye Boys Ranch.

STEVE ROMERO, Wildlife Biologist, Price RD - For dedicated efforts in inventorying and monitoring threatened/endangered and sensitive species on the District.

WALT NOWAK, Geologist, Price RD - For extra effort during the development of ICTEA proposal packages to reduce the backlog of special use permits and in efforts involving the energy/mineral loop.

PETE KILBOURNE, GIS Coordinator, SO - For the initiative, dedication and innovation to establish the ecosystem program on the Forest.

JOHN VASTEN, Forester, and ROD PLAYER, Wildlife Biologists, SO; HEATHER MUSCLOW, Wildlife Biologist, and JIM WILLIAMS, Forester, Moab RD; and GREG MONTGOMERY, Forester, Monticello RD - For innovative action in modifying a timber sale after a wildfire to accomplish silviculture and sensitive species objectives.

CLAUDIA MOYNIER, Budget Analyst, SO - For efforts in meeting both FY 1993/1994 deadlines.

PAYETTE NATIONAL FOREST

Group

DAVE KENNELL, Hydrologist, SO; CATY CLIFTON, Hydrologist, McCall RD; KAREN WATERS, Hydrological Technician, SO; GREG LESCH, Hydrological Technician, Weiser RD; DAVE BURNS, Fisheries Biologist, SO; TIM PAGE, Fisheries Biologist, New Meadows RD - $500 each for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication (Regional Office award).

SALMON NATIONAL FOREST

Cash

THOMAS D. BONN, Supervisory Civil Engineering Technician, SO - For outstanding performance in the design, layout, contract preparation, inspection and administration of trail projects in support of the Forest's recreation program.

CLIFFORD R. KEENE, Forester, SO - For continuing efforts in locating, describing and constructing recreation opportunities on the Forest, particularly related to mountain biking, hiking and cross country skiing.

BETSY RIEFFENBERGER, Hydrologist, and BOB ROSE, Fisheries Biologist, SO - $500 each for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication.

Spot

NORMAN ANDO, Natural Resource Specialist; TROY COOPER, Supervisory Forestry Technician; LINDA WALTON, Forestry Technician; WILLIAM GALLIGAN, Resource Clerk; and ALLISON JACKSON, Supervisory Natural Resource Specialist, North Fork RD - For continuance of demonstrated safety attitudes and an overall reflection of safety in performing recreational and wilderness duties.

ELIZABETH JOHNSON, Resource Clerk, SO - For efforts above and beyond the call of duty in conducting the planning and measurement training for the Forest's Management Team.

RICHARD T. RODGERS, Supervisory Range Conservationist; DANA J. HORTON, Resource Specialist; JANICE E. PHILLIPS, Support Services Specialist; JEFFREY G. SLAGG, Forestry Technician; LUCINDA P. WALKER, Information assistant; JOY C. HANDLEY, Range Conservationist; BRIAN J. WATTS, Range Conservationist; and JOSEPH W. BUTSICK, Wildlife Biologist, Leadore RD - For significant contributions leading to an overall improvement in the District's safety program.

KENDRA SABO, Resource Clerk, Salmon RD - For outstanding service in assisting the Presale Technician in preparing timber sale contracts for advertisement and award during the summer of 1993.

SUSANNE A. SMITH, Information Assistant; DOLORES P. BAKER, Support Services Specialist; WILLIAM B. GALLIGAN, Resource Clerk, and ANNE WESTFALL, Office Automation Clerk, North Fork RD - For a job well done in the District's 1993 Business Management Review.

PATRICIA A. ULIK, Public Affairs Specialist, SO - For all the extra effort to complete a high quality public involvement plan for the Rexford RD.

SAWTOOTH NATIONAL FOREST

Cash

JEFFREY GABARDI, Mining Engineer, SO - $1,000 for providing outstanding customer service to the National Forests regarding the Intermountain Region's locatable minerals program.

MARK MOULTON, Hydrologist, Sawtooth NRA, and VALDON HANCOCK, Hydrologist, and JOHN LOYD, Fisheries Biologist, SO - $500 each for superior performance in quantifying and preparing water right claims for the Snake River Basin Adjudication (Regional Office award).

TARGHEE NATIONAL FOREST

Cash

ELIZABETH DAVY, Forestry Technician (Silviculture), Teton Basin RD - For efforts with seasonal employment project and challenge cost-share on great gray owls.

RONALD T. (SKIP) HURT, Zone Fire Management Officer, Ashton RD - For innovations and contributions to the rural economic development initiative by assuming the leadership role in planning, designing and constructing the Ashton Visitor Center.

BECKY NEDROW, Forester, Ashton RD - For dedication to reforestation program accomplishments and maintaining high standards of excellence in spite of declining budgets.

GARALD ANDERSON, Supervisory Forestry Technician, Ashton RD - For assuming additional duties in sale preparation while maintaining high standards of excellence in his law enforcement and sale administration work.

STEVEN W. DAVIS, Supervisory Forestry Technician, SO - For personal interest, support and contributions to the 1993 tree planting contract.

JANALEE ALBERTSON, Resource Clerk, Ashton RD - For excellence in customer service for the District's firewood program and for management of the STARS database. This is a valuable addition to the corporate memory.

REBECCA CRAIGG, Office Automation Clerk, and SHARON L. EYRAUD, Computer Assistant, Ashton RD - For excellence in customer service for the District's 1993 firewood program.

DUSTY HINCKS, Range Technician, Palisades RD - For dedication to watershed stewardship; for consistently demonstrating initiative in identifying problem areas, defining and implementing projects, maintaining improvements and seeking additional expertise in prescribing treatments along past and present sheep driveways on the District.

KARLOTTA PARRY, Procurement Assistant, SO - For outstanding customer service and professionalism in handling procurement of supplies, equipment and solicitation of contracts to further implement the rehabilitation efforts on the North Fork Burn, under very constrained time frames.

R. LYNN HANSEN, Surveying Technician, SO - For quality survey and contract inspection for the Mesa Falls project.

KENDALL F. ADAMS, Land Surveyor, SO - For quality survey and mapping work for the Mesa Falls project.

SHELBY JORDAN, Land Surveyor, SO - For providing exemplary guidance and mentoring, as a supervisor, the Surveying Crew and for second-mile service to the minority students who work on the Forest.

SHELBY JORDAN, Land Surveyor, SO - $700 for exemplary leadership of the Intermountain Region's Civil Rights Action Team (CRAT) from October 1991 to December 1992 (Regional Office award).

FARRON CHRISTENSEN, RANDY FREDERICKSEN, ROBIN JENKINS and SCOTT KIDD, E-SO - For an outstanding job in completing the road obliteration/rehabilitation work on the North Fork burn.

WALLACE BUNNELL, Civil Engineer, and BRENT ROBERTS, Civil Engineering Technician, SO; and DEAN DAVIES, Civil Engineering Technician, Palisades RD; DAN GARZ, Civil Engineering Technician, Ashton RD; and ALEEN ORR, Supervisory Civil Engineering Technician, Island Park RD - For contributing to, compiling, assembling and preparing a material sources catalog, inventory and information (a compendium). This is a valuable addition to the corporate memory.

Quality Step Increase

MARSHA PHILLIPS, Program Manager, SO

TOIYABE NATIONAL FOREST

Cash

KERRY HEISE, Ecology, SO - Special Act ($300)
EUGENE LOHRMEYER, Ecology, SO - Special Act ($300)
ROY WOOD, Bridgeport RD - Special Act ($500)
MAJORIE MCKAY, Bridgeport RD - Special Act ($200)
MARK MANDA, Bridgeport RD - Special Act ($500)
ERIN O' CONNOR-HENRY, SO - Special Act ($200)
LARRY RALEY, Bridgeport RD - Special Act ($200)
JENNIFER RICE, Carson RD - Special Act ($350)
GARY GLINTENKAMP, Carson RD - Special Act ($50)
SEAN AIDUKAS, Carson RD - Special Act ($50)
CARMEN FUNSTON, SO - Employee of the Year ($500)
PAT AWARD, SO - Special Act ($150)
SARA MAYBEN, Las Vegas RD - Spot award ($100)
JIM TALLERICO, Las Vegas RD - Special Act ($875)
TIM MCCUE, Carson RD - Special Act ($200)
CRAIG WORKMAN, Carson RD - Special Act ($500)
M. F. BUFFMIRE, BLANCHE HORKAN, MERL MILLER, TERESA CLARK, WAYNE SIEVANEN, JACK KELSO, ANTHONY QUINTANA, SANTIAGO NAVARRO and JOSE DE OCA, SCSEP-SO ($100 each)
DOROTHY CARTER and JUNE LEVAL - SCSEP-Carson RD ($100 each)
ADELE MOORE, SCSEP-Carson RD ($75)
RACHELLE YOUNG, Austin RD - Special Act ($200)
DIANE SCHROEDER, Carson RD - Special Act/Spot ($100)
MARGARET WOOD, SHERRY SORENSEN, MARGOT SNURE, LISA SIMS and LARRY RALEY, Bridgeport RD - Special Act/Spot ($25 each)
ERIN O'CONNOR-HENRY, Management Analyst, SO, and LARRY RALEY, Supervisory Forester, Austin RD - $200 each for an excellent job of preparing and teaching the course, "Building High Performance Teams" (Regional Office award).
TERI COY, Carson RD - Special Act/Spot ($25)
GWEN WALTER, SO - Special Act/Spot ($100)

Group

BRIDGEPORT RD: JOHN HIDY, LARRY CAMERON, LAURIE BARNEY and VINCENT LA PLANTE - Special Act ($1,000)

UINTA NATIONAL FOREST

Cash

TIM GARCIA, Forester, Pleasant Grove RD - For outstanding contributions to the wilderness and trails programs during 1992-93.

FAYE QUARNBERG and BRET RUBY, Forestry Technicians, Pleasant Grove RD - For an outstanding effort which led to the success of the Fire Management Review by the Regional Office the summer of 1993.

ROBERT EASTON, Pleasant Grove District Ranger - For successful direction of the Fire Management Review the summer of 1993.

JOLENE REED, Administrative Officer, SO - For extra effort in preparing for and successfully completing the integrated Administrative Review by the Regional Office in May 1993.

JOHN HENDRIX, Forestry Technician, Pleasant Grove RD - For extraordinary effort and community service while accomplishing hundreds of projects with volunteers on the Forest.

LOYAL CLARK, Public Affairs Specialist, SO - For extraordinary effort and leadership dealing with the press, other agencies, groups and family members of the victim during a 10-day search and rescue effort in American Fork Canyon.

LEWIS GILES, Forestry Technician; DOUG PAGE, Forester; and JAMES GIBSON, Forester, Heber RD - For dedication and assistance leading to the successful Payson Canyon Salvage Sale, with substantial unit cost savings to the Forest.

BRENT SPENCER, Forester, Heber RD - For exceeding all expectations in recreation management, with a greatly reduced budget.

DAVE STRICKLAN, Wildlife Biologist, Pleasant Grove RD - For rehabilitation of the GRA fire area, coordinating all wildlife projects with the Division of Wildlife Resources; excellence in wildlife training for students and volunteers; and excellence in NEPA document input.

NANCY CLARK, Support Services Specialist, Pleasant Grove RD - For outstanding work on a complex budget this fiscal year, exceeding quantity and quality requirements.

BESSIE LARSEN, Computer Assistant, SO - For outstanding dedication and service in accepting purchasing duties for the Spanish Fork RD from April through August 1993.

KAREN LANDON, Resource Clerk, Spanish Fork RD - For outstanding dedication and service in accepting the additional duties of the Support Services Specialist position from April through August 1993.

Employee Suggestion

BARBARA DUCKETT, Personnel Clerk, SO - Suggested that a sponsor be assigned to help new employees through the learning process of a new job and/or a new Forest.

WASATCH-CACHE NATIONAL FOREST

Cash

CONNIE MOYA, Forestry Technician, Kamas RD - For superior performance in managing campground concessionaires.

CAROLIE PARKER, Range Technician, Ogden RD - For efforts, dedication and quality work towards the threatened, endangered and sensitive species and wildlife programs on the District.

MORGAN H. JACKSON, Range Technician, Ogden RD - For contributions and outstanding work, over and above normal duties, on the Sugar Pine and Wheeler Creek projects.

NEIL DAWSON, Forestry Aid, Ogden RD - For successfully completing project work while working independently and showing initiative in learning fire suppression in his second year on the District's fire crew.

R. LEE RACKHAM, Forestry Technician, Ogden RD - For outstanding leadership, dependability and always "taking the initiative" in project work on the District.

EMILY L. JACOBS, Clerk-Typist, Ogden RD - For outstanding efforts in raising funds for the Annual Kids' Fishing Day on the District.

DENISE ERVIN, Forester, Ogden RD - For outstanding efforts in completing the Pole Canyon environmental analysis for the District.

BARRY BURKHARDT, Geologist, SO - For outstanding efforts in support of the Intermountain Region's oil and gas leasing program (Regional Office award).

L. J. WESTERN, Information Assistant, SO - $350 for leadership in providing an aggressive and extremely successful public information program for the Utah Gypsy moth eradication project (Regional Office award).

NANCY KREBS, Wilderness Education Coordinator, Salt Lake RD - $500 for receiving the 1993 Intermountain Region Interpreter of the Year Award. The award was for her outstanding leadership in developing and promoting interpretation and natural resource/conservation education programs and facilities (Regional Office award).

Length of Service

KATHY JO POLLOCK, Information Assistant, SO - 10 years
LARRY KINGSELLA, Computer Programmer Analyst, SO - 30 years

TWO R-4 FORESTS RECOGNIZED FOR LEADERSHIP IN RURAL COMMUNITY ASSISTANCE

When the recipients of the Chief's 1993 National Rural Community Assistance awards were announced, Region 4 had a winner in the "leadership" category— the Wasatch-Cache and Ashley National Forests, Mary Wagner from the Vernal Ranger District, Salt Lake City, Vernal and Uintah County, Utah, for their dedication to community goals and efforts to establish greater communication and participation from the community in forest planning. They are successfully accomplishing the intent of the Chief's national strategy titled, "Working Together for Rural America."

Nominations by the Regional Foresters, Station Directors, Area Director and IITF Director represented a broad range of rural community assistance efforts both inside and outside the Forest Service. Honorees were selected from the Forest Service, other government agencies, private individuals and groups in three categories—action, leadership and spirit. The nominations were reviewed by an interdisciplinary team consisting of the National Association of Development Organizations, Bureau of Indian Affairs and Forest Service units.

1993 NATIONAL "EYES ON WILDLIFE" ACHIEVEMENT AWARDS

Loyal Clark's work with the Utah's Enduring Resources Teachers Workshop was one of nine outstanding efforts cited by Acting Chief Unger for innovatively accomplishing the goals of the Forest Service "Eyes on Wildlife" program through use of interagency, public and private partnerships. Loyal and Arlo Shelley of the Timpanagos Cave National Monument were partners and shared the award which was in the "Promote Learning About Forest Animals and Plants and Their Habitat Requirements" category. The other two categories were "Provide Enhanced Opportunities for All People to Experience Wildlife, Fish, and Plants" and "Develop Broad-based Public Support of Conservation that Maintains Healthy Ecosystems for All Plant and Animal Species."

Wildlife viewing is not new, but it is only in the past 4 years that the Forest Service and other agencies have responded formally to the growing public interest in observing wildlife. The "Eyes on Wildlife" award winners show how creative, exciting and significant watchable wildlife can be to the future of wildlife conservation in America. All nominees deserve recognition for their roles in the achievements the Forest Service has seen: a network of wildlife viewing areas linked by state guidebooks, sophisticated interpretive signs and brochures, hands-on children and family discovery programs, viewing blinds, accessible nature trails, visitor centers, radio programs, videos and festivals.

The winners were recognized at the Second National Watchable Wildlife Conference on November 10 in Corpus Christi, Texas.

The policy of the United States Department of Agriculture-Forest Service prohibits discrimination on the basis of race, color, national origin, age, religion, sex, disability, familial status, or political affiliation. Persons believing they have been discriminated against in any Forest Service-related activity should write to: Chief, Forest Service, USDA, P.O. Box 96090, Washington, DC 20090-6090.

Roll Call

ASHLEY NATIONAL FOREST

Appointment
LELA BARNES, SCSEP, SO

Promotions
C. MICHAEL FRANCIS, Information Receptionist, SO
NANCY ROSS, Forester, Vernal RD, to Interdisciplinary Revision Planner, Jefferson NF, Roanoke, Virginia
WENDY REINMUTH, Wildlife Biologist, Flaming Gorge RD, to Wildlife Biologist, Cebolla RD, Grand Mesa, Uncompahgre and Gunnison NF (Colorado)

Promotions in Place
REBECCA WOOD, Range Conservationist, Vernal RD
CLARICE COWAN, Forestry Technician (Trainee), Duchesne RD
GINA REESE, Engineering Draftsman, SO
DOLORES SIMONS, Forester, Flaming Gorge RD
NATALIE GALE, Range Conservationist, Flaming Gorge RD
LIZ VANGENDEREN, Forester, Vernal RD
LESLIE WELCH, Wildlife Biologist, Roosevelt RD
DAVE WILSON, Forester, Vernal RD (Temporary promotion)

BOISE NATIONAL FOREST

Promotions in Place
PENNY MYERS, Forestry Technician, Lowman RD
LARRY TRIPP, Mountain Home District Ranger
HAL GIBBS, Idaho City District Ranger
RON JULIAN, Cascade District Ranger
MORRIS HUFFMAN, Lowman District Ranger
JANE BEAULIEU, Forester, Idaho City RD

BRIDGER-TETON NATIONAL FOREST

Appointments
MARTIN FERWEDA, Soil Scientist, SO
BRIAN ROWAN, Telecommunications Specialist, SO

Promotion
DEBORAH DESLAURIER, Wildlife Biologist, Klamath NF, to Wildlife Biologist, SO

Promotions in Place
DAVID TART, Ecologist, Pinedale RD
NADINE COOK, Range Conservationist, Kemmerer RD
ANN MEBANE, Wildlife Biologist, Pinedale RD
TONI STRAUSS, Range Conservationist, Greys River RD

Reassignments
LARRY WARREN, Forester, SO, to Land Use Planning Specialist, SO
PATRICIA HAINES, Forestry Technician, SO, to Support Services Specialist, SO
JOSEPH KINSELLA, Supervisory Forester, RO, to Forester, SO

Resignation
EILEEN CATON, Resource Clerk (Typing), Big Piney RD

CARIBOU NATIONAL FOREST

Promotion
MARK BOOTH, Range Conservationist, Medicine Bow NF, to Supervisory Range Conservationist, Montpelier RD

Promotions in Place
DAVID T. BULL, Supervisory Forester, to Forester, SO
LINDA WARD, Writer Editor, SO
LYNN JOYCE, Resource Clerk, Typing, Soda Springs RD, to Resource Clerk, Soda Springs RD
ROBIN GERMAN, Telecommunications Specialist, SO

Resignation
TRACY GRUNDY, Office Automation Clerk, SO

Retirement
NELDA TUBBS, Information Receptionist (Typing), Pocatello RD

CHALLIS NATIONAL FOREST

Promotion in Place
RENEE BOYLES, Forester, Yankee Fork RD

Resignation
JANETTE PIVA, Office Automation Clerk, SO

DIXIE NATIONAL FOREST

Promotion
JOSEPH G. REDDAN, Forester, Bear Springs RD, Mt. Hood NF, to Environmental Coordinator, Powell RD

Promotion in Place
JULIE A. DODDS, Support Services Specialist, Powell RD

Reassignments
MICHAEL L. MONTGOMERY, Civil Engineer, Shawnee NF, to Hydrologist, Teasdale RD
JANICE W. STAATS, Hydrologist, Challis NF, to Hydrologist, SO

Resignation
RICHARD G. EVANS, Supervisory Civil Engineer, SO

Transfer Out
SARAH E. RINKEVICH, Wildlife Biologist, SO, to Wildlife Biologist, U.S. Fish and Wildlife Service (Albuquerque, New Mexico)

FISHLAKE NATIONAL FOREST

HUMBOLDT NATIONAL FOREST

Promotions
HENRY HICKERSON, Forester, Kisatchie NF (R-8), to Forester, Ely RD
CAMIE SCHAAR, Purchasing Agent, Lake Tahoe Basin MU, to Support Services Specialist, Mountain City RD

Reassignments
KATRINA RUPPRECHT, Forester, Luna RD, Gila NF, to Forester, Ruby Mountains RD
GRETCHEN RANDOLPH, Forestry Technician, Lee RD, George Washington NF, to Forestry Technician, Ely RD
TERESSA CYFERS, Accountant, Caribou NF, to Accountant, SO

MANTI-LA SAL NATIONAL FOREST

Promotions in Place
STAN A. MCDONALD, Forest Archeologist
KEVIN DRAPER, Landscape Architect, SO

PAYETTE NATIONAL FOREST

SALMON NATIONAL FOREST

Promotions in Place
ALEXANDRA E. DAVIS, Outdoor Recreation Planner, SO
JOHN W. PERRY, Forestry Technician, Salmon RD
DIANE E. SCHULDT, Wildlife Biologist, Cobalt RD
LUCINDA P. WALKER, Information Assistant, Leadore RD

Resignation
JANICE E. PHILLIPS, Support Services Specialist, Leadore RD

Retirement
DONALD THURBER, Forestry Technician, North Fork RD

SAWTOOTH NATIONAL FOREST

TARGHEE NATIONAL FOREST

Promotions
DANIEL TROCHTA, Wildlife Biologist, Gallatin NF, to Wildlife Biologist, Island Park RD
DEBRA BUSTER, Supervisory Personnel Assistant, SO, to Personnel Assistant, SO
TERI THOMAS, Resource Assistant, SO, to Resource Specialist, SO
MARY K. MONSON, Student Trainee (Range Conservation), Dubois RD, to Range Conservationist, Dubois RD

Promotions in Place
BRADLEY EXTON, Teton Basin District Ranger
J. C. STIMPSON, Range Technician, Teton Basin RD
SABRINA LANCASTER, Budget Analyst, SO
BARBARA G. KNIELING, Forestry Technician, SO
THERESA PEDDREW, Office Automation Clerk, SO

Reassignments
RUBY J. LECLAIR, Office Automation Clerk, SO, to Personnel Clerk, SO
LISA KENNEDY, Forester, Conecuh RD, National Forests in Alabama, to Forester, Dubois RD

Retirements
WILLIAM H. GARZ, Civil Engineering Technician, Ashton RD
MARIAN P. BOULTER, Information Receptionist, SO
FREDRICK H. FULLER, Supervisory Range Conservationist, Palisades RD
JERRY BROWNING, Personnel Management Specialist, SO

TOIYABE NATIONAL FOREST

Some of the following entries are personnel actions that took place quite some time ago but were not included at the appropriate time.

Appointment
LAURA GEURS, Office Automation Clerk, Las Vegas RD (1/93)

Promotions
MAY TOTH, Support Services Supervisor, Las Vegas RD, to Budget and Accounting Officer, Cleveland NF (R-5)
BONNIE B. KENNEDY, Procurement Assistant, SO, to Personnel Assistant, SO
PEGGY O'DRISCOLL, Resource Assistant, Lake Tahoe Basin, R-5, to Support Services Specialist, Carson RD (8/92)
DE APPEL, Computer Assistant, Las Vegas RD, to Resource Clerk, Las Vegas RD (8/92)
DAVE WEBB, Forestry Technician, Las Vegas RD, to Supervisory Forestry Technician, Las Vegas RD (9/92)
DIANE WEAVER, Range Conservationist, Tonopah RD, to Supervisory Range Conservationist, Tonopah RD (9/92)
STEVE COBB, Forestry Technician, Las Vegas RD, to Supervisory Forestry Technician, Las Vegas RD (10/92)
TIM SCHERER, Forestry Technician, Angeles NF, to Supervisory Forestry Technician, Bridgeport RD (6/93)
SCOTT LAMOREUX, Landscape Architect, Tonto NF, to Landscape Architect, SO (7/25/93)

Promotions in Place
BETTY STANKO, Public Affairs Specialist, Las Vegas RD

Reassignments
LARRY RALEY, Supervisory Forester, Austin RD, to Supervisory Forester, Bridgeport RD
BILL VANBRUGGEN, Supervisory Forester, Bridgeport RD, to Forester, Carson RD (2/93)
KIM CLEMONS, Biological Technician, Targhee NF, to Computer Assistant, Bridgeport RD (10/92)
STAN FITZGERALD, Supervisory Forestry Technician, SO, to Fire Business Management Specialist, SO (12/92)
FRANK ANTOS, Information Assistant, Angeles NF, to Information Assistant, Carson RD (2/93)
GRACE NEWELL, Supervisory Forestry Technician, Carson RD, to Lead Forestry Technician, Bridgeport RD (4/93)
KATHY LUCICH, Idaho City District Ranger, Boise NF, to Carson City District Ranger (4/93)
ED DECARLO, Supervisory Forester, Mt. Baker-Snoqualmie NF, to Forester, Carson RD (4/93)
GEOFFREY BELL, Supervisory Forestry Technician, Inyo NF, to Supervisory Forestry Technician, Carson RD (5/93)
DARCY BOYLE, Lead Forestry Technician, Carson RD, to Supervisory Forestry Technician, Bridgeport RD (5/93)
ORVILLE SUNDBERG, Forestry Technician, Six Rivers NF, to Supervisory Forestry Technician, Carson RD (8/93)
GARY BELL, Fishery Biologist, Apache-Sitgreaves NF, to Fishery Biologist, SO (10/93)

Resignation
KAREN BAGGETT, Public Affairs Specialist, SO, to Deputy Director, Economic Development Commission, State of Nevada (9/93)

Retirement
GEORGE FRAZIER, Forester, Carson RD

Transfer Out
MERVIN LENT, Forestry Technician, Bridgeport RD, to Range Technician, BLM Lassen District (5/93)

UINTA NATIONAL FOREST

Appointments (conversion from Co-Op)
RENEE FORREST, Civil Engineer, SO
LEE MABEY, Fisheries Biologist, Spanish Fork RD

Promotion
DIANE SHUMWAY, Resource Clerk, SO, to Legal Instruments Examiner, SO

Promotions in Place
THOMAS TIDWELL, Spanish Fork District Ranger
HEATHER VALENTINE, Information Receptionist, SO

Reassignments
DEBRA TATMAN, Operations Research Analyst, Klamath NF, to Operations Research Analyst, SO
DAVID HOHL, Forester, Bridger-Teton NF, to Forester, Pleasant Grove RD
BILLIE CHASE, Administrative Officer, Fremont NF, to Support Services Specialist, Spanish Fork RD
JAMES B. KELLER, Forester, Pleasant Grove RD, to Forester, Bridger-Teton NF

WASATCH-CACHE NATIONAL FOREST

Promotion
TAMRA MONTORO, Clerk Typist, Ogden RD, to Information Receptionist (Typing), Ogden RD

Obituary

DON THURBER passed away in Sun Valley on October 27. Don was with the North Fork Ranger District for 23 summers and the Sun Valley Ski School for 40 years. He started the Kayak Patrol for the Forest Service in 1971 on the Middle Fork of the Salmon River. He loved his job. He will be remembered for his personality, wry wit and sense of humor.

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TO:

Cosmetics for "Signs" of Old Age

The Wagon Town sign was constructed at the Forest Service Sign Shop in Salt Lake City, Utah, in the mid-1960's. Every since, it has hung at the Wagon Town site (approximately 24 miles northwest of Stanley, Idaho, on the Seafoam Access Road, south of Vanity Summit in the Frank Church—River of No Return Wilderness). The sign "weathered" approximately 30 years of adverse environmental conditions and only recently was rescued by Middle Fork Ranger District personnel and Fields Bender (now the Engineering/Draftsperson at the Challis Supervisor's Office) who suggested that Donna Allen might be interested in restoring it.

Donna did "tackle" the monumental task. She began during the winter and the odor of the wood sealant she applied to the sign practically "ran the occupants out of the house." "Just adding the wood sealant probably added 10 years to the life of the sign," Donna said.

Much work and paint were involved in restoring the sign because of its dry, deteriorated condition. "There were several bullet holes, probably from some "sign killers" who didn't have much luck hunting live game," Donna said. "I didn't try to plug the holes with wood. I just filled them with paint, trying to stay as close as possible to the sign's original material."

When first constructed, trees, wagons, and people had been "routed" into the wood which gave Donna a general idea of the outline of the sign and the desert scene it depicted. She added mountains and trees that better represented the Seafoam and Wagon Town area.

Ted Anderson, Forestry Technician, Middle Fork Ranger District, and Donna Allen, artist, stand beside the top half of the refurbished Wagon Town sign. The bottom half of the sign completes the wording.

"If you could turn back the pages of time you would be in the middle of a busy freight station. During the boom of the Greyhound Mine, freight wagons brought ore out and returned with supplies from Challis and Hailey. The freighters stayed overnight here to rest their horses for the tiring pull over Vanity Summit. The road was built by the mining company and all travelers were charged a toll for its use."

A native Idahoan, Donna Allen was born in Pocatello, Idaho. She began "dabbling" with oil paints when she was 12 and she had 1 year of "formal" art education at Idaho State University. Many of her oil paintings are inspired by animals and Native Americans. She tole paints as well (painting on wood) and exhibits and sells her work at various art shows and exhibits in Pocatello and Challis. Donna says she loves to paint and will continue as long as she "doesn't have to paint for a living!"

Jim James
Information Officer
Challis National Forest